

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

Submitted to the

JOINT LEGISLATIVE EDUCATION OVERSIGHT COMMITTEE

October 1, 2001



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

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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 October 1, 2001 annual expenditure report for the New and Expanding Industry Training (NEIT) Program.

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.

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

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

- ◆ 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

COLUMN DEFINITION

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 Expenditure	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 Number Trained by which the company has received NEIT funds to reimburse travel for train-the-trainer Company Instructors 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	Average College Cost Per Trainee	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, 2000 - JUNE 30, 2001

(1) Community College	(2) Company	(3) Years Funded	(4) Company Training Reimbursement Expenditures	(5) Number Trained by Company Instructors	(6) Average Company Reimbursement Per Trainee	(7) College Training Expenditures	(8) Number Trained by College Instructors	(9) Average College Cost Per Trainee	(10) Total Expenditures	(11) Total Trained by Company & College Instructors	(12) Average Total Cost Per Trainee
ALAMANCE											
	Narrolflex, Incorporation	1	28,860.00	67	430.75	0.00	0	0.00	28,860.00	67	430.75
	Sandvik Coromant	1	9,788.00	12	815.67	0.00	0	0.00	9,788.00	12	815.67
ASHEVILLE-BUNCOMBE											
	Atlas Precision, Inc. (1)	3	0.00	0	0.00	141.23	11	12.84	141.23	11	12.84
	Carolina Knife, Incorp (2)	1	0.00	0	0.00	352.14	1	352.14	352.14	1	352.14
	Continental Teves	2	0.00	0	0.00	31,215.31	126	247.74	31,215.31	126	247.74
	Digitech	1	0.00	0	0.00	8,480.64	79	107.35	8,480.64	79	107.35
	Eaton Culler-Hammer (3)	1	0.00	0	0.00	23,212.25	114	203.62	23,212.25	114	203.62
	Electrolux	1	0.00	0	0.00	4,451.10	0	0.00	4,451.10	0	N/A
	Hasco Mold Bases	2	8,480.00	22	385.45	11,126.87	18	618.16	19,606.87	40	490.17
	InterAct Public Safety Systems	1	16,960.00	24	706.67	17,410.55	12	1,450.88	34,370.55	36	954.74
	Kimball Store Fixtures	2	2,640.00	33	80.00	2,335.17	33	70.76	4,975.17	66	75.38
	LeSport Sac	1	13,480.00	33	408.48	1,002.93	0	N/A	14,482.93	33	438.88
	Medical Action Industries	3	0.00	0	0.00	11,365.54	74	153.59	11,365.54	74	153.59
	NCI	2	0.00	0	0.00	21,967.89	133	165.17	21,967.89	133	165.17
	National Wiper Alliance (4)	1	0.00	0	0.00	838.97	4	209.74	838.97	4	209.74
	Plasti-Form	1	0.00	0	0.00	9,329.11	202	46.18	9,329.11	202	46.18
	Revco	1	0.00	0	0.00	1,538.94	114	13.50	1,538.94	114	13.50
	ROTEC North America	2	3,520.00	18	195.56	7,896.41	13	607.42	11,416.41	31	368.27
	Safety Equipment International	4	212.00	33	6.42	19,816.65	124	159.81	20,028.65	157	127.67
	Sample Group	1	9,540.00	83	114.94	476.32	0	N/A	10,016.32	83	120.68
	Sonopress, Inc.	2	0.00	0	0.00	30,323.61	360	84.23	30,323.61	360	84.23
	Thanlex Specialties	1	10,176.00	27	376.89	1,045.43	7	149.35	11,221.43	34	330.04
BEAUFORT											
	Caldwell Design/Fabrication	1	14,720.00	18	817.78	1,800.00	14	128.57	16,520.00	32	516.25

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Beaufort cont'd	Impressional Marketing Group	1	13,320.00	71	187.61	17,100.00	8	2,137.50	30,420.00	79	385.06
	National Spinning Inc.	1	4,392.00	18	244.00	1,926.50	42	45.87	6,318.50	60	105.31
	Polyten Plastics, Inc.	1	0.00	0	0.00	18,163.76	25	726.55	18,163.76	25	726.55
BLADEN	Danaher Controls (5)	2	0.00	0	0.00	5,869.20	6	978.20	5,869.20	6	978.20
	DuPont Flourproducts	1	0.00	0	0.00	510.00	18	28.33	510.00	18	28.33
	Harnel & Henderson Yarns, Inc.	1	0.00	0	0.00	42,931.26	59	727.65	42,931.26	59	727.65
BLUE RIDGE	Prince Manufacturing (American Coat)	3	7,440.00	37	201.08	1,615.27	10	161.53	9,055.27	47	192.67
	UPM Raifaltec	1	0.00	0	0.00	18,790.82	40	469.77	18,790.82	40	469.77
	Rampage Sportfishing Yachts	2	420.00	9	46.67	88,321.34	740	119.35	88,741.34	749	118.48
CALDWELL	Cambridge Industries	2	0.00	0	0.00	4,206.72	29	145.06	4,206.72	29	145.06
	Shurtape Technologies	4	0.00	0	0.00	24,345.75	69	352.84	24,345.75	69	352.84
	Coming, Inc.	1	172,064.15	263	654.24	15,948.66	0	N/A	188,012.81	263	714.88
CATAWBA VALLEY	Alcatel, Optical Fiber Div	1	48,180.00	168	286.79	11,495.58	168	68.43	59,675.58	168	355.21
	CommScope, Claremont	8	14,349.44	32	448.42	2,507.51	39	64.30	16,856.95	71	237.42
	CommScope Cable Technology	1	0.00	0	0.00	7,439.42	64	116.24	7,439.42	64	116.24
CAPE FEAR	Coming Cable Systems	1	79,842.00	362	220.56	6,417.31	362	17.73	86,259.31	362	238.29
	Riverside Converting (6)	1	0.00	0	0.00	598.05	9	66.45	598.05	9	66.45
	Shurtape Technologies, Inc.	1	3,440.00	25	137.60	29,533.79	42	703.19	32,973.79	42	785.09
SIECORA	Siecor Specialty Cable	6	15,214.80	76	200.19	760.00	0	N/A	15,974.80	76	210.19

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Catawba Valley cont'd	Turnadge America	2	3,420.00	16	213.75	171.00	6	28.50	3,591.00	22	163.23
CENTRAL CAROLINA											
	Arden-Bentour Mills	2	2,620.80	20	131.04	0.00	0	0.00	2,620.80	20	131.04
	Catepillar	3	30,552.00	72	424.33	30,841.58	113	272.93	61,393.58	113	543.31
	Conveyor Technologies	1	2,790.00	18	155.00	1,676.95	9	186.33	4,466.95	27	165.44
	Honeywell	1	12,060.00	6	2,010.00	5,465.34	30	182.18	17,525.34	36	486.82
	Lee Brick & Tile (7)	3	0.00	0	0.00	7,442.17	0	N/A	7,442.17	0	N/A
	PCC Airfoils, Inc.	1	0.00	0	0.00	1,787.65	83	21.54	1,787.65	83	21.54
	Sierra Pine Ltd. Millworks, Div	1	5,492.00	18	305.11	0.00	0	0.00	5,492.00	18	305.11
	Static Control Components	4	4,558.00	63	72.35	53,439.74	81	659.75	57,997.74	81	716.02
	Wyeth-Lederle Vaccines (8)	1	0.00	0	0.00	16,951.08	0	N/A	16,951.08	0	N/A
CENTRAL PIEDMONT											
	Allstate Insurance Company	1	115,748.00	405	286.27	123,534.00	445	277.80	240,282.00	445	539.98
	Black and Decker	2	35,741.00	589	60.68	40,841.76	241	169.47	76,582.76	595	128.71
	Digital Optics Corporation	1	20,369.00	23	885.61	2,583.00	25	103.32	22,952.00	26	882.77
	IBM-Global Services	3	12,093.00	190	63.65	0.00	0	0.00	12,093.00	190	63.65
	Metro One Telecommunications	1	12,642.53	90	140.47	0.00	0	0.00	12,642.53	90	140.47
	Siemens Westinghouse Power Corp	1	53,485.00	62	862.66	24,664.79	86	286.80	78,149.79	88	888.07
	Soletron	1	0.00	0	0.00	19,172.00	98	195.63	19,172.00	98	195.63
	Stanley Doors	3	0.00	0	0.00	546.00	16	34.13	546.00	16	34.13
	The Vanguard Group	4	55,585.00	349	159.27	3,617.93	15	241.20	59,202.93	364	162.65
	United Stationers Supply Co. (9)	1	0.00	0	0.00	956.00	11	86.91	956.00	11	86.91
CLEVELAND											
	Bindley Western Industries, Inc.	1	0.00	0	0.00	3,263.67	24	135.99	3,263.67	24	135.99
	Copeland Corp.	5	6,400.00	15	426.67	355.99	0	N/A	6,755.99	15	450.40
	Tube Enterprises	1	8,240.00	15	549.33	31,398.17	140	224.27	39,638.17	155	255.73

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COASTAL CAROLINA	E-Commerce Support Centers, Inc.	1	0.00	0	0.00	150,207.46	287.00	523.37	150,207.46	287	523.37
	Lion-Vallien Industries (10)	1	0.00	0	0.00	344.72	2.00	172.36	344.72	2	172.36
	Omega World Travel, Inc. (11)	1	0.00	0	0.00	3,020.00	0.00	N/A	3,020.00	0	N/A
	Tiara Yachts	3	3,629.52	24	147.06	26,780.86	86	311.41	30,310.38	86	352.45
COLLEGE OF THE ALBEMARLE	Albemarle Boats	2	5,374.39	17	316.14	1,745.38	68	25.67	7,119.77	85	83.76
	Regulator Marine, Inc. (12)	3	0.00	0	0.00	1,702.46	0	N/A	1,702.46	0	1,702.46
	Seabrook Holding, Inc. (13)	2	0.00	0	0.00	9,203.64	9	1,022.63	9,203.64	9	1,022.63
CRAVEN	BSH Home Appliances (14)	2	5,300.00	6	883.33	0.00	0	0.00	5,300.00	6	883.33
	Hatteras Yachts	2	54,647.00	157	348.07	0.00	0	0.00	54,647.00	157	348.07
DAVIDSON											
	Dino Overlays	2	2,574.00	15	171.60	7,206.42	15	480.43	9,780.42	15	652.03
	Marconi Communications/Reitec, Inc.	2	0.00	0	0.00	9,914.56	133	74.55	9,914.56	133	74.55
	States Industries, Inc.	1	0.00	0	0.00	2,392.60	53	45.14	2,392.60	53	45.14
	Unifi, Inc	1	63,282.00	39	1,622.62	4,365.47	39	111.94	67,647.47	39	1,734.55
DURHAM											
	AW North Carolina, Inc.	2	16,300.00	49	332.65	109,869.96	124	886.05	126,169.96	124	1,017.50
	Becton Dickinson Labware (15)	4	0.00	0	0.00	100.00	0	N/A	100.00	0	N/A
	Cree Research Inc.	2	0.00	0	0.00	32,245.82	206	156.53	32,245.82	206	156.53
	Eisai Pharamatechnology Inc.	3	0.00	0	0.00	43,420.64	61	711.81	43,420.64	61	711.81

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EDGECOMBE											
	AmerCold Logistics	1	2,076.00	56	37.07	0.00	0.00	0.00	2,076.00	56	37.07
	ASC	4	25,344.00	375	67.58	1,267.00	0	N/A	26,611.00	375	70.96
	Carolina Systems	4	56,485.76	353	160.02	39,184.75	0	N/A	95,670.51	353	271.02
	Nomaco (16)	3	0.00	0	0.00	26,950.00	0	N/A	26,950.00	0	N/A
	QVC	2	48,511.30	2,317	20.94	134,366.33	82	N/A	182,877.63	2,399	76.23
	Sara Lee Bakery	2	60,991.88	645	94.56	0.00	0	N/A	60,991.88	645	94.56
	The Barcalounger Company	1	10,003.20	19	526.48	500.00	19	26.32	10,503.20	19	552.80
FAYETTEVILLE											
	Cingular Wireless	1	0.00	0	0.00	315,235.27	187	1,685.75	315,235.27	265	1,189.57
	Kelley-Springfield Tire Company	1	48,042.72	78	615.93	3,255.51	74	43.99	51,298.23	78	657.67
FORSYTH											
	TIMCO (Winston-Salem Operations)	2	16,128.00	47	343.15	806.00	0	N/A	16,934.00	46	368.13
GASTON											
	Buckeye Technologies, Inc.	2	5,599.55	87	64.36	99,729.41	304	328.06	105,328.96	391	269.38
	CWW-Cerko	2	0.00	0	0.00	4,543.46	84	54.09	4,543.46	84	54.09
	Pass and Seymour/Legrand	3	0.00	0	0.00	22,966.55	211	108.85	22,966.55	211	108.85
GUILFORD											
	RF Micro Devices (17)	2	59,063.50	71	831.88	163,134.87	0	N/A	222,198.37	71	3,129.55
	Thomas-Dennis Co	2	7,925.00	93	85.23	11,631.30	207	56.19	19,557.30	182	107.46
	Uniprise Custom Services Center	1	21,120.00	335	63.04	3,809.23	71	53.65	24,929.23	406	61.40
HALIFAX											
	Carolina Motor Club AAA	1	4,612.20	92	50.13	3,070.12	0	N/A	7,682.32	92	83.50
HAYWOOD											
	Blue Ridge Paper, Inc.	2	0.00	0	0.00	84,735.59	1,228	69.00	84,735.59	1,228	69.00

NORTH CAROLINA COMMUNITY COLLEGE SYSTEM
 NEW AND EXPANDING INDUSTRY
 BUDGET AND EXPENDITURES
 REPORTING DATES: JULY 1, 2000 - JUNE 30, 2001

(1) Community College	(2) Company	(3) Years Funded	(4) Company Training Reimbursement Expenditures	(5) Number Trained by Company Instructors	(6) Average Company Reimbursement Per Trainee	(7) College Training Expenditures	(8) Number Trained by College Instructors	(9) Average College Cost Per Trainee	(10) Total Expenditures	(11) Total Trained by Company & College Instructors	(12) Average Total Cost Per Trainee
ISOTHERMAL											
	Alba Waldensian	1	41,913.33	158	265.27	1,601.92	0	N/A	43,515.25	158	275.41
	Broyhill Furniture Industries	2	67,968.00	32	2,124.00	28,459.45	12	2,371.62	96,427.45	44	2,191.53
	Eaton Aeroquip	2	16,960.00	38	446.32	539.58	0	N/A	17,499.58	38	460.52
	Four Leaf Textiles	2	40,320.00	60	672.00	38,597.14	48	804.11	78,917.14	78	1,011.76
	Parker Hannifin	2	4,512.50	17	265.44	209.84	0	N/A	4,722.34	17	277.78
	3TEX Engineered Fiber Product	2	24,960.00	18	1,386.67	800.96	0	N/A	25,760.96	18	1,431.16
	Woodland Mills	1	39,238.00	96	408.73	62,007.12	25	2,480.28	101,245.12	121	836.74
JAMES SPRUNT											
	Guilford Mills	1	13,144.34	65	202.22	0.00	0	0.00	13,144.34	65	202.22
JOHNSTON											
	Bayer Pharmaceutical Div	1	0.00	0	0	16,582.29	93	178.30	16,582.29	93	178.30
	Eaton Corporation	1	0.00	0	0	618.63	20.00	30.93	618.63	20	30.93
	Novo Nordisk Pharmaceutical Industries	1	0.00	0	0.00	8,888.19	140	63.49	8,888.19	140	63.49
LENOIR											
	Crouse-Hinds Molded Products	1	14,301.00	23	621.78	4,839.93	104	46.54	19,140.93	127	150.72
	MasterBrand Cabinets, Incorporation	2	42,216.56	895	47.17	64,262.26	573	112.15	106,478.82	1,468	72.53
	Mountain Air Cargo, Incorporation	1	0.00	0	0.00	55,650.00	23	2,419.57	55,650.00	23	2,419.57
	Zonson USA, Incorporation (18)	1	13,925.56	11	1,265.96	593.14	0	N/A	14,518.70	11	1,319.86
MARTIN											
	Penco Products Corporation	1	1,690.08	6	281.68	35,723.85	46	776.61	37,413.93	52	719.50
MAYLAND											
	Addeo, Inc. (19)	2	3,445.00	8	430.63	172.25	8	21.53	3,617.25	8	452.16
	Guardian Armor, Inc. (20)	1	8,136.70	8	1,017.09	4,882.77	1	4,882.77	13,019.47	9	1,446.61
	High Valley Constructors & Ma	1	56,500.75	28	2,017.88	6,761.47	19	355.87	63,262.22	47	1,346.00
	Internet Business Mall, Incorp (21)	1	6,360.00	6	1,060.00	333.90	0	N/A	6,693.90	6	1,115.65

NORTH CAROLINA COMMUNITY COLLEGE SYSTEM
 NEW AND EXPANDING INDUSTRIES
 BUDGET AND EXPENDITURES
 REPORTING DATES: JULY 1, 2000 - JUNE 30, 2001

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
Community College	Company	Years Funded	Company Training Reimbursement Expenditures	Number Trained by Company Instructors	Average Company Reimbursement Per Trainee	College Training Expenditures	Number Trained by College Instructors	Average College Cost Per Trainee	Total Expenditures	Total Trained by Company & College Instructors	Average Total Cost Per Trainee
MCDOWELL											
	Coals	2	27,955.52	60	465.93	1,397.00	0	0.00	29,352.52	60	489.21
	Performance Rail Products, Inc. (22)	3	0.00	0	0.00	273.00	2	136.50	273.00	2	136.50
MITCHELL											
	Advanced Tubing Technology, Incorp.	2	0.00	0	0.00	4,274.00	16	267.13	4,274.00	16	267.13
	Goodyear Tire & Rubber Company (23)	4	0.00	0	0.00	90,276.00	30	3,009.20	90,276.00	30	3,009.20
	Ingersoll-Rand Company (24)	1	0.00	0	0.00	2,625.00	0	N/A	2,625.00	0	N/A
	J.C. Penney, Company	2	19,212.00	136	141.26	961.00	0	N/A	20,173.00	136	148.33
	JMS Southeast, Inc (25)	1	1,320.00	8	165.00	66.00	0	N/A	1,386.00	8	173.25
	Plastiflex Company	1	7,596.00	17	446.82	7,643.00	17	449.59	15,239.00	17	896.41
	Polar Plastic, Incorporation (26)	2	6,816.00	6	1,136.00	341.00	0	N/A	7,157.00	6	1,192.83
MONTGOMERY											
	Homanit USA, Incorporation	1	20,952.00	23	910.96	62,751.29	128	490.24	83,703.29	128	653.93
NASH											
	Alflex Corporation	3	452.00	85	5.32	2,135.63	10	213.56	2,587.63	95	27.24
	Circuit City (27)	2	0.00	0	0.00	2,061.37	0	N/A	2,061.37	N/A	2,061.37
PIEDMONT											
	CTI Technologies (28)	1	0.00	0	0.00	1,073.06	10	107.31	1,073.06	10	107.31
	Fleetwood Homes, Incorporation	2	12,480.00	40	312.00	41.34	0	N/A	12,521.34	40	313.03
	GKN Automotive, Inc.	2	29,434.62	130	226.42	11,082.23	36	307.84	40,516.85	137	295.74
PITT											
	Catalytica Pharmaceuticals, Inc.	2	47,704.24	122	391.02	8,955.39	12	746.28	56,659.63	134	422.83
	Convergys	2	52,481.33	422	124.39	1,501.72	0	N/A	53,983.05	422	127.95
	Fuji Silvesia Chemical, Ltd	1	14,875.39	12	1,239.62	3,377.85	5	675.57	18,253.24	17	1,073.72
	Grady-White Boats	2	2,479.29	24	103.30	2,906.92	24	121.12	5,386.21	48	112.21
	Pactiv, Inc.	1	4,801.60	18	266.76	4,219.98	20	211.00	9,021.58	38	237.41

NORTH CAROLINA COMMUNITY COLLEGE SYSTEM
 NEW AND EXPANDING INDUSTRY
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	Pitt cont'd United Machine Works, Inc.	2	23,374.35	20	1,168.72	979.93	6	0.00	24,354.28	26	936.70
	RANDOLPH										
	Times Fiber Company	1	8,800.00	33	266.67	11,563.10	97	119.21	20,363.10	97	209.93
	RICHMOND										
	FCC (North Carolina), Inc.	1	36,539.06	12	3,044.92	599.07	7	85.58	37,138.13	19	3,130.50
	General Glass International	2	5,400.00	22	245.45	270.00	0	0.00	5,670.00	22	245.45
	KordSA USA, Inc.	1	0.00	0	0.00	3,588.90	225	15.95	3,588.90	225	15.95
	Santony Wear LLC	1	0.00	0	0.00	1,061.27	15	70.75	1,061.27	15	70.75
	ROANOKE-CHOWAN										
	Fineline East, Inc.	2	2,439.25	18	135.51	2,364.21	0	N/A	4,803.46	18	266.86
	ROBESON										
	Elkay Southern Corporation	2	49,744.40	90	552.72	1,860.00	91	20.66	51,624.40	91	567.30
	Quickie Manufacturing Corp	1	0.00	0	0.00	686.40	13	52.80	686.40	13	52.80
	ROCKINGHAM										
	Gildan Activewear (Distribution Center)	1	14,147.90	64	168.43	5,506.74	26	211.80	19,654.64	107	183.69
	Southern Fishing	1	5,040.00	19	265.26	336.00	16	21.00	5,376.00	19	282.95
	ROWAN-CABARRUS										
	Coming, Inc.	3	72,149.50	228	316.45	162,591.47	315	516.16	234,740.97	406	578.18
	Coming, Inc.	3	40,773.00	289	141.08	116,845.42	256	456.43	157,618.42	471	334.65
	Draftex, Inc. USA	5	0.00	0	0.00	14,900.00	75	198.67	14,900.00	75	198.67
	Meridian Automotive Systems (29)	1	0.00	0	0.00	3,036.00	0	N/A	3,036.00	0	N/A
	Owens Corning	2	12,190.00	62	196.61	11,109.58	18	617.20	23,299.58	284	82.04
	Philip Morris USA	1	2,120.00	63	33.65	106.00	0	N/A	2,226.00	63	35.33
	Standard (30)	2	0.00	0	0.00	99.74	0	N/A	99.74	0	N/A

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SANDHILLS											
	Klaussner Furniture Industries	1	750.00	26	28.85	8,101.50	0.00	N/A	8,851.50	26.00	340.44
	Unilever HPC	2	56,099.10	140	400.71	57,781.63	115	502.45	113,880.73	140	813.43
SOUTH PIEDMONT											
	Greiner Vacuette	1	6,400.00	8	800.00	11,531.53	33	349.44	17,931.53	33	543.38
SOUTHEASTERN											
	Coastal Apparel (31)	1	0.00	0	0.00	432.97	9	48.11	432.97	9	48.11
	Conflandex, Inc.	3	10,851.63	6	1,808.61	599.27	20	29.96	11,450.90	25	458.04
	InterKord SA	1	5,256.40	12	438.03	1,348.33	19	70.96	6,604.73	19	347.62
	Southeastern Materials	1	0.00	0	0.00	1,011.47	13	77.81	1,011.47	13	77.81
	Sumitomo Electric	1	0.00	0	0.00	5,306.62	88	60.30	5,306.62	88	60.30
SOUTHWESTERN											
	Ashley Products	2	1,727.16	17	101.60	0.00	0	0.00	1,727.16	20	86.36
	Consolidated Metco, Inc. (32)	5	0.00	0	0.00	70.85	6	11.81	70.85	6	11.81
	Zickgraf	2	12,702.00	25	508.08	16,344.94	51	320.49	29,046.94	54	537.91
STANLY											
	Fiber Composites Corporation	2	22,640.00	54	419.26	5,496.00	29	189.52	28,136.00	54	521.04
TRI-COUNTY											
	Aegis Power Systems	2	5,700.00	18	316.67	2,538.47	0	0.00	8,238.47	18	457.69
	Industrial Opportunities (33)	1	0.00	0	0.00	1,616.06	9	179.56	1,616.06	9	179.56
	Sioux Tools (34)	2	0.00	0	0.00	3,000.00	0	0.00	3,000.00	6	500.00
	Western Forge	2	163,440.00	294	555.92	4,176.42	0	0.00	167,616.42	306	547.77
VANCE-GRANVILLE											
	Chesapeake Packaging Company	2	0.00	0	0.00	15,848.95	44	360.20	15,848.95	44	360.20
	Corporate Express, Inc.	3	622.08	12	51.84	2,699.37	105	25.71	3,321.45	79	42.04
	Flextronics International	1	32,650.80	162	201.55	27,741.79	28	990.78	60,392.59	169	357.35

NORTH CAROLINA COMMUNITY COLLEGE SYSTEM
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Vance-Granville cont'd	HandCrafted Homes	2	9,483.20	29	327.01	605.41	9	67.27	10,088.61	36	280.24
	McDade Apparel	2	14,100.00	24	587.50	2,354.90	51	46.17	16,454.90	61	269.75
	P & R Environmental Industries	3	0.00	0	0.00	813.80	12	67.82	813.80	12	67.82
	Revlon	1	134,587.60	219	614.56	27,062.54	227	119.22	161,650.14	380	425.40
	RFR Metal Fabrication Incorporation	1	0.00	0	0.00	2,043.76	27	75.69	2,043.76	27	75.69
	Royal Home Fashions	3	26,436.00	103	256.66	12,003.90	198	60.63	38,439.90	214	179.63
	The JAMS Company	2	0.00	0	0.00	9,935.00	35	283.86	9,935.00	35	283.86
WAKE											
	Bespak, Incorporation	1	1,656.00	4	414.00	9,751.40	67	145.54	11,407.40	71	160.67
	Biogen (35)	1	0.00	0	0.00	29,733.77	6	4,955.63	29,733.77	6	4,955.63
	Cisco Systems, Inc.	1	0.00	0	0.00	83,682.60	34	2,461.25	83,682.60	34	2,461.25
	John Deere Turf Care	5	35,472.00	55	644.95	108,587.59	324	335.15	144,059.59	352	409.26
	MCI WorldCom Communications Corp	9	163,835.84	496	330.31	40,952.00	135	303.35	204,787.84	593	345.34
	Mid-South Electronics, Incorporation	1	0.00	0	0.00	8,218.04	12	684.84	8,218.04	12	684.84
	Morton Metallcraft	4	14,352.00	51	281.41	34,888.23	78	447.29	49,240.23	116	424.48
WAYNE											
	Uchiyama America, Incorporation	2	0.00	0	0.00	5,580.19	16	0.00	5,580.19	16	348.76
WESTERN PIEDMONT											
	BASF	1	20,931.80	30	697.73	25,556.05	10	2,555.61	46,487.85	30	1,549.60
	Houston Hosiery	1	0.00	0	0.00	16,984.88	12	1,415.41	16,984.88	12	1,415.41
	J. Schneider Fabrics Incorporation	2	9,650.00	13	742.31	149.59	13	11.51	9,799.59	13	753.81
WILKES											
	Certain Teed Corporation	2	0.00	0	0.00	3,541.65	55	64.39	3,541.65	55	64.39
	The Gates Rubber Company	1	20,975.00	24	873.96	1,048.75	0	N/A	22,023.75	24	917.66
	Magnolia Manufacturing, Inc. (36)	1	48,000.00	33	1,454.55	103,806.94	33	3,145.66	151,806.94	33	4,600.21
	Schas Industries, Incorporation	2	11,396.00	29	392.97	720.00	29	24.83	12,116.00	29	417.79

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Wilkes cont'd	Steel Innovations	1	13,200.00	11	1,200.00	13,752.46	58	237.11	26,952.46	69	390.62
	Tiara USA, Incorporation (37)	2	47,180.00	9	5,242.22	8,302.53	9	922.50	55,482.53	9	6,164.73
WILSON											
	Eon Pharma, Incorporation	1	0.00	0	0.00	6,315.24	38	166.19	6,315.24	38	166.19
	Purdue Pharmaceuticals, Incorporation	2	0.00	0	0.00	51,028.96	109	468.16	51,028.96	109	468.16
TOTALS			\$3,183,719.62	13,673	\$232.85	\$3,841,099.85	12,890	\$237.99	\$7,024,819.47	24,068	\$291.87

PROGRAM RELATED EXPENDITURES

Media Development Office

Central Piedmont Community College \$538,987.33

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 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 NEIT program has traditionally supported a Media Development Office at a local community college to provide comprehensive media development services for new and expanding industry projects. The office, currently located at Central Piedmont Community College produces videos, print and computer-based media training programs for projects throughout the state. In addition, the Office helps coordinate assistance with job analysis programs as well as develops and maintains statewide marketing materials.

During the 2000-2001 program year, the Media Development Office produced 307 total finished video minutes at an average cost of \$641.70 per finished minute; produced 304,800 pages of training manuals at a cost of \$0.08 per printed page and produced 41 1/2 hours of finished computer-based instruction (CD ROM) at a cost of \$110,462.80. As part of its initiatives for the year, the Office also supported development of training materials for the *North Carolina Manufacturing Certification Program*, and helped sponsor a job analysis project to help refine and develop program activities in this area.

Equipment Warehouse

Forsyth Technical Community College \$23,987.44

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 with 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.

Economic Development Missions

President's Travel Funds \$3,533.16

President Lancaster's travel costs for participating in State-sponsored economic development missions is financed through the New and Expanding Industry Training program. During the past program year, the President was a participant in the North Carolina Far East Investment and Trade visit to Korea, Japan, Taiwan and Thailand.

ADDENDUM

This report is footnoted for two reasons: (1) if the number of trainees identified in column eleven is less than 12: and (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) travel costs, (3) provision of dedicated training facilities, and/or (4) 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.

Fewer than twelve trainees were registered during the program year. An additional 31 employees were trained in a previous program year.

2) **Asheville-Buncombe Technical CC**
Carolina Knife, Inc.

Fewer than twelve trainees were registered during the program year. The project is scheduled to train 14 total employees by the end of the next program year.

3) **Asheville-Buncombe Technical CC**
Eaton Cutler-Hammer

Funds expended were for instructional development for a training course scheduled for August 2001.

4) **Asheville-Buncombe Technical CC
National Wiper Alliance**

Fewer than twelve trainees were registered during the program year. The project began January 2001 and is scheduled to train for 25 new jobs by its completion.

5) **Bladen CC
Danaher Controls**

Fewer than twelve trainees were registered during the program year. The project began in June 2001 and is scheduled to train for 54 new jobs by its completion.

6) **Catawba Valley CC
Riverside Converting**

Fewer than twelve trainees were registered during the program year. The project was closed early due to layoffs resulting from business conditions.

7) **Central Carolina CC
Lee Brick & Tile**

Expenditures reported were for payment of invoice for safety videos used earlier in the project.

8) **Central Carolina CC
Wyeth-Lederle Vaccines**

Expenditures incurred were for a project coordinator and instructional design specialists to begin work for training that will occur in the next program year.

- 9) **Central Piedmont CC
United Stationers Supply Co.**
Fewer than twelve trainees were registered during the program year. The project began in March 2001 and is scheduled to train for 45 new jobs by its completion next year.
- 10) **Coastal Carolina CC
Lion-Vallen Industries**
Fewer than twelve trainees were registered during the program year. The project began in February 2001 and is scheduled to train for 15 new jobs by October 2001.
- 11) **Coastal Carolina CC
Omega World Travel, Inc.**
Expenditures reported were for initial course development and course materials for training scheduled to occur in the next program year.
- 12) **College of the Albemarle
Regulator Marine, Inc.**
Expenditures reported were for payment of outstanding contracting invoices for training that was reported in the 1999-2000 program year.
- 13) **College of the Albemarle
Seabrook Holding, Inc.**
Fewer than twelve trainees were registered during the program year. An additional 97 employees were trained in the 1999-2000 program year.

**14) Craven CC
BSH Home Appliances**

Fewer than twelve trainees were registered during the program year. An additional 18 employees were trained in the 1999-2000 program year.

**15) Durham Technical CC
Becton Dickinson Labware**

The expenditure reported was for payment of contracted instructional development for training that was cancelled

**16) Edgecombe CC
Nomaco**

Expenditures reported were for job analysis and course instructional development. The project supported training for 79 new employees in the 1999-2000 program year.

**17) Guilford Technical CC
RF Micro Devices**

Total cost per employee was greater than \$2,500. This project supports very high-tech training for a North Carolina start-up manufacturer of gallium arsenide semiconductor chips. Project costs include extensive course development materials.

**18) Lenoir CC
Zonson USA**

Fewer than twelve trainees were registered during the program year. The project was initiated based on a plan to train 14 new employees but closed early due to company hiring plan changes.

19) **Mayland CC
Addco, Inc.**

Fewer than twelve trainees were registered during the program year. An additional 14 new employees were trained during the previous program year.

20) **Mayland CC
Guardian Armor, Inc.**

Fewer than twelve trainees were registered during the program year. The program is scheduled to train a total of 14 new employees by its completion next year.

21) **Mayland CC
Internet Business Mall, Inc.**

Fewer than twelve trainees were registered during the program year. The company closed prior to project completion due to business conditions

22) **McDowell CC
Performance Rail Products**

Fewer than twelve trainees were registered during the program year. An additional 18 employees were trained during the 1999-2000 program year.

23) **Mitchell CC
Goodyear Tire & Rubber Co.**

Total costs per trainee exceeded \$2,500. Goodyear is a very high-tech manufacturing facility that produces the molds for tire production at its production facilities. The project includes extensive CNC metal working training.

- 24) **Mitchell CC**
Ingersoll-Rand Co.
Expenditures reported were for job analyses for training that will occur in the subsequent program year.
- 25) **Mitchell CC**
JMS Southeast, Inc.
Fewer than twelve trainees were registered during the program year. The project closed early due to changes in company hiring plans.
- 26) **Mitchell CC**
Polar Plastic, Inc.
Fewer than twelve trainees were registered during the program year. An additional 42 employees were trained during the 1999-2000 program year.
- 27) **Nash CC**
Circuit City
Expenditures reported were for training that occurred during the final week of the 1999-2000 program year.
- 28) **Piedmont CC**
CTI Technologies
Fewer than twelve trainees were registered during the program year. The project was closed early due to changes in the company's hiring plans.

29) **Rowan-Cabarrus CC
Meridian Automotive Systems**

Expenditures reported were for job analyses for training that will occur in the subsequent program year.

30) **Rowan-Cabarrus CC
Standard**

Expenditures reported were for instructional development costs for a project and training that was later canceled.

31) **Southeastern CC
Coastal Apparel**

Fewer than twelve trainees were registered during the program year. The project was closed early due to changes in the company's hiring plans.

32) **Southwestern CC
Consolidated Metco**

Fewer than twelve trainees were registered during the program year. An additional 25 new employees were trained during the 1999-2000 program year.

33) **Tri-County CC
Industrial Opportunities**

Fewer than twelve trainees were registered during the program year. The project is scheduled to train a total of 42 new employees by its completion

**34) Tri-County CC
Sioux Tools**

Fewer than twelve trainees were registered during the program year. The project is scheduled to train 182 new employees by its completion.

**35) Wake Technical CC
Biogen**

Fewer than twelve trainees were registered during the program year. The project is scheduled to train 105 new employees by its completion.

**36) Wilkes CC
Magnolia Manufacturing**

Total costs per trainee exceed \$2,500 per trainee. This project is a high tech textile-manufacturing project and represents a \$30 million investment in a Tier 1 county. More significant costs were incurred due to specific vendor contract for technology training.

**37) Wilkes CC
Tigra USA**

Total costs per trainee exceed \$2,500 per trainee. Cost per trainee expenditures were much greater than originally planned because of changes in the hiring/training plans for the company changed, after expenses were incurred for significant instructional development and international travel. It is hoped that hiring for this new German manufacturer, located in a rural county, will continue to expand in future years allowing for further utilization of the initial investment.

New and Expanding Industry Training Program Project Completions

Customized Training Management Information System

In 1999-2000, the NEIT program went on-line with the implementation of a new *Customized Training Management Information System*.

Management of the NEIT program is now essentially paperless. In initiating new projects, college representatives along with Regional Training Directors now develop and submit proposals directly on-line. The proposals are reviewed and approved on-line by the Vice President of Economic and Workforce Development, or by a three person review panel consisting of senior leadership from the North Carolina Community College System and the Department of Commerce, depending on the size of the project. The System also allows colleges and regional staff to submit program budget requests, allows System and college staff to check the status of projects and budget allocations at any time, and allows the Regional Training Directors to enter and submit project completions electronically. The following data represents summary information on project completions approved on-line during July 1, 2000 through June 30, 2001.

Continuous Improvement Evaluation Instrument:

The purpose of the Continuous Improvement Evaluation Instrument is to assess the effectiveness of the customized training received by companies participating in the NEIT program. The responses are summarized and used for program assessments and improvement. The following Rating Scale is used to describe the companies' assessment.

- 5= Excellent, no improvement necessary, exceed highest expectations
- 4= Very Good, company needs were met at a highly acceptable level
- 3= Acceptable, needs met but some improvement indicated
- 2= Marginal, some needs unsatisfied, item needs substantial improvement
- 1= Unacceptable, needs generally not satisfied
- NA= Not applicable

Data Category Definitions

#	Column	Definition
1	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	Start Date	The initiation of a project that is signed by the local college representative and the Regional Training Director and, approved by the Vice President for Economic & Workforce Development.
4	End Date	The completion of a project that is signed by the local college representative and the Regional Training Director and, approved by the Vice President for Economic & Workforce Development.
5	Allocations	Total amount of NEIT funds allotted to support a specific NEIT project. This amount may include total allocations over a three-year period.
6	Expenditures	Total amount of NEIT funds expended to support a specific NEIT project. This amount may include total expenditures over a three-year period.
7	Positions Filled	Total number of positions filled by company as a result of project training.
8	Pre-Hire Training	Unduplicated headcount of individuals who participated in training on a pre-hire basis as part of the project.
9	Post-Hire Training	Unduplicated headcount of individuals who participated in training on a post-hire basis as part of the project.
10	Trained by Company Instructors	Total number of individuals who received training provided by the company.
11	Trained by College Instructors	Total number of individuals who received training provided by the community college or by someone other than the company.
12	Company's Expectations Met	Extent to which the NEIT program met the company's expectations.
13	Training Impact	Overall impact of the NEIT program on the company's operations.
14	Training Effectiveness	Overall effectiveness of the NEIT program in preparing the company's employees for productivity.

Continuous Improvement Summary Evaluation 2000-2001

Chart 1

Expectations

Extent to which the New and Expanding Industry Training Program met the company's expectations

Average = 4.56 N= 87

1999-2000: N= 83
Average = 4.50

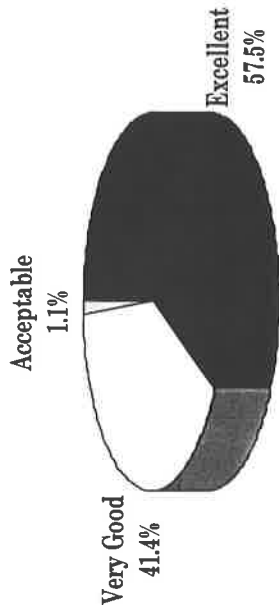


Chart 2

Impact

Overall impact of the New and Expanding Industry Training Program on the company's operations.

Average = 4.38 N= 87

1999-2000: N= 83
Average = 4.30

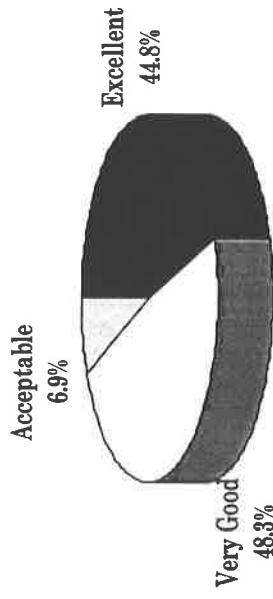


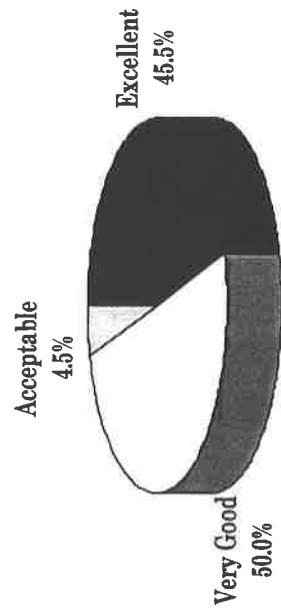
Chart 3

Effectiveness

Overall effectiveness of the New and Expanding Industry Training Program in preparing the company's employees for productivity.

Average = 4.42 N= 87

1999-2000: N= 83
Average = 4.40



North Carolina Community College System
 New and Expanding Industry Training
 Project Completions

Reporting Date: July 1, 2000 through June 30, 2001

College (1)	Company (Completed Projects) (2)	Start Date (3)	End Date (4)	Allocations (5)	Expenditures (6)	Positions Filled (7)	Pre-Hire Training (8)	Post-Hire Training (9)	Trained by Company Instructors (10)	Trained by College Instructors (11)	Company's Expectations Met (Rating) (12)	Training Impact (Rating) (13)	Training Effectiveness (Rating) (14)	
Asheville- Buncombe														
	Rotec of America/ DivoDay Int'l	07/01/99	06/01/01	\$24,837.00	\$13,434.00	25		31	18	13	5	4	5	
	Quality Assured Label, Inc.	07/19/99	11/03/00	2,061.00	2,061.00	32		30		30	4	4	4	
	Lotus Design	08/09/99	08/09/00	36,544.00	12,354.00	20		38	38		5	5	5	
	Safety Equipment, Inc.	01/01/98	07/01/00	100,464.00	31,740.00	110		132	104		5	5	5	
	Reliant Products, Inc.	05/01/99	03/02/01	22,591.00	3,383.00	52		52	6		52	4	4	4
	Kimball Store Fixtures	08/23/99	03/01/01	19,564.00	9,828.00	38		43			43	5	4	5
Beaufort														
	Polyten Plastics, LLC	01/01/99	06/30/01	28,291.00	18,164.00	25		25		25	3	3	3	
Bladen														
	DuPont Fluroproducts	11/01/99	04/05/01	7,403.00	7,376.00	24		25	25	18	4	4	4	
	Danaher Controls	02/01/00	07/28/00	29,799.00	21,341.00	35		42	42	21	4	4	4	

North Carolina Community College System
New and Expanding Industry Training
Project Completions

Reporting Date: July 1, 2000 through June 30, 2001

College (1)	Company (Completed Projects) (2)	Start Date (3)	End Date (4)	Allocations (5)	Expenditures (6)	Positions Filled (7)	Pre-Hire Training (8)	Post-Hire Training (9)	Trained by Company Instructors (10)	Trained by College Instructors (11)	Company's Expectations Met (Rating) (12)	Training Impact (Rating) (13)	Training Effectiveness (Rating) (14)
Bladen cont'd	Harriet & Henderson Yarns, Inc.	10/03/00	06/22/01	43,133.00	42,931.00	42		59		59	5	5	5
Blue Ridge													
	Meritor	08/01/99	07/01/00	11,130.00	11,130.00	349		323	323	10	4	3	3
	Steelcase Prince Manufacturing (ACT. Inc.)	02/01/98	07/31/00	114,512.00	19,455.00	165		165	165	165	5	5	5
		03/15/99	03/15/01	58,263.00	27,596.00	72		63	46	17	4	4	4
Caldwell													
	Shurtape Technologies, Inc.	01/01/98	08/15/00	188,738.00	57,566.00	82		103	10	103	5	5	5
	Charleston Forge	04/07/99	11/30/00	0.00	0.00	68		19	17	5	5	4	5
	Cambridge Industries	08/31/99	05/30/01	6,165.00	4,957.00	23		39	21	39	4	4	4
	Broyhill Chair #3	03/15/00	11/05/00	20,100.00	20,100.00	21		21	21	21	5	5	5
Catawba Valley													
	CommScope	09/01/98	01/04/01	81,095.00	66,467.00	234		220	137	83	5	5	5

North Carolina Community College System
New and Expanding Industry Training

Project Completions

Reporting Date: July 1, 2000 through June 30, 2001

College (1)	Company (Completed Projects) (2)	Start Date (3)	End Date (4)	Allocations (5)	Expenditures (6)	Positions Filled (7)	Pre-Hire Training (8)	Post-Hire Training (9)	Trained by Company Instructors (10)	Trained by College Instructors (11)	Company's Expectations Met (Rating) (12)	Training Impact (Rating) (13)	Training Effectiveness (Rating) (14)
Catawba Valley cont'd	Turnage America	09/01/99	01/18/01	5,936.00	5,936.00	22		22	16	6	4	4	4
	Corning Cable Systems	07/08/00	05/23/01	86,261.00	86,259.00	199		362	362	362	5	5	5
	CommScope Cable Technology Center	12/01/00	04/02/01	7,440.00	7,439.00	47		64		64	5	5	5
Central Carolina	Riverside Converting	02/01/01	03/28/01	599.00	598.00	4		9		9	4	4	4
	Static Control Components, Inc.	05/01/98	07/20/00	49,400.00	32,011.00	341		341	288	56	5	5	5
	MetoKote Corporation	08/01/99	03/23/01	4,920.00	0.00	14		14	4	10	5	4	4
Central Piedmont	Arden-Benhur Mills, Inc.	11/01/99	03/01/01	14,864.00	14,156.00	112		112	97	26	5	4	4
	Conveyor Technologies	09/05/00	03/23/01	4,690.00	4,467.00	27		27	18	9	5	4	4
	Black and Decker	01/01/00	06/20/01	125,513.00	79,788.00	508		595	589	241	5	5	5
Cleveland													

North Carolina Community College System
New and Expanding Industry Training

Project Completions

Reporting Date: July 1, 2000 through June 30, 2001

College (1)	Company (Completed Projects) (2)	Start Date (3)	End Date (4)	Allocations (5)	Expenditures (6)	Positions Filled (7)	Pre-Hire Training (8)	Post-Hire Training (9)	Trained by Company Instructors (10)	Trained by College Instructors (11)	Company's Expectations Met (Rating) (12)	Training Impact (Rating) (13)	Training Effectiveness (Rating) (14)
Cleveland cont'd	Bindley Western Industries, Inc.	11/01/00	05/01/01	3,264.00	3,264.00	23		24		24	5	5	5
Coastal Carolina													
	Tiara Yachts	05/01/98	06/20/01	160,200.00	85,449.00	107	432	232		666	5	5	4
Craven													
	BSH Home Appliances	12/20/99	06/27/01	17,795.00	17,795.00	30		24	24		5	5	5
	Hatteras Yachts, Inc.	04/01/00	06/27/01	70,875.00	54,647.00	160		202	202		5	5	5
Davidson County													
	Dyno Overlays, Inc.	09/11/00	06/27/01	14,725.00	14,724.00	26		15	15	15	4	4	4
Fayetteville													
	Kelley-Springfield Tire Company	07/01/00	10/10/00	51,299.00	51,298.00	78		78	78	74	5	5	5
Forsyth													
	TIMCO (Winston-Salem Facility)	09/01/99	04/05/01	35,150.00	18,216.00	95		95	95		5	5	5

North Carolina Community College System
New and Expanding Industry Training

Project Completions

Reporting Date: July 1, 2000 through June 30, 2001

College (1)	Company (Completed Projects) (2)	Start Date (3)	End Date (4)	Allocations (5)	Expenditures (6)	Positions Filled (7)	Pre-Hire Training (8)	Post-Hire Training (9)	Trained by Company Instructors (10)	Trained by College Instructors (11)	Company's Expectations Met (Rating) (12)	Training Impact (Rating) (13)	Training Effectiveness (Rating) (14)
Gaston	Pass and Seymour/Legrand	06/07/99	05/31/01	42,069.00	41,362.00	195	118	93	50	161	4	4	4
	CWW-Gerko Acoustics, Inc.	08/01/99	05/31/01	9,576.00	8,841.00	42	22	62	6	78	5	5	4
Halifax	Carolina Motor Club-AAA	07/01/00	06/01/01	18,176.00	7,682.00	144	92		92		4	4	4
	All American Homes, Inc.	10/19/98	12/30/00	53,150.00	35,728.00	150		135	100	35	4	5	5
Isothermal	AFA	03/01/99	12/30/00	42,078.00	11,331.00	120		111	104	7	4	3	5
	Four Leaf Textiles	03/15/00	06/30/01	128,220.00	95,237.00	103		103	85	18	5	5	5
	Parker Hannifin	12/15/99	06/30/01	27,023.00	3,798.00	42		42	42	42	5	5	5
	A&E	08/15/99	11/15/00	31,374.00	15,960.00	42		42	42		4	4	3
	Thiemans	03/27/98	11/15/00	36,546.00	30,287.00	24		24	23	11	5	5	5

North Carolina Community College System
 New and Expanding Industry Training
 Project Completions
 Reporting Date: July 1, 2000 through June 30, 2001

College (1)	Company (Completed Projects) (2)	Start Date (3)	End Date (4)	Allocations (5)	Expenditures (6)	Positions Filled (7)	Pre-Hire Training (8)	Post-Hire Training (9)	Trained by Company Instructors (10)	Trained by College Instructors (11)	Company's Expectations Met (Rating) (12)	Training Impact (Rating) (13)	Training Effectiveness (Rating) (14)
Mayland	Outboard Marine Corporation	05/03/99	12/22/00	20,636.00	8,000.00	353		353	48	305	N/A	N/A	N/A
	Addco, Inc.	10/01/99	06/11/01	34,970.00	5,502.00	17	20	17	17	13	5	5	5
	Internet Business Malls, Inc.	07/01/00	12/31/00	6,694.00	6,694.00	6		6	6		5	5	3
McDowell	Coats America	02/15/00	11/30/00	42,001.00	29,353.00	90	90	90	90		5	5	5
	Performance Rail Products, Inc.	08/01/00	03/01/01	274.00	273.00	18		18	16	2	5	5	4
Mitchell	Toyo Seal America Corp.	12/01/98	09/30/00	60,176.00	60,176.00	50	31	45	45	31	4	3	4
	Commscope, Inc.	10/01/99	06/30/00	66,319.00	52,998.00	85		85	85	28	4	4	4
	Advanced Tubing Technology, Inc.	01/01/00	02/26/01	18,638.00	13,610.00	26		39	26	16	5	5	5
	Polar Plastics (NC), Inc.	01/01/00	12/05/00	16,406.00	16,406.00	13		54	12	42	5	5	5

North Carolina Community College System
New and Expanding Industry Training

Project Completions

Reporting Date: July 1, 2000 through June 30, 2001

College (1)	Company (Completed Projects) (2)	Start Date (3)	End Date (4)	Allocations (5)	Expenditures (6)	Positions Filled (7)	Pre-Hire Training (8)	Post-Hire Training (9)	Trained by Company Instructors (10)	Trained by College Instructors (11)	Company's Expectations Met (Rating) (12)	Training Impact (Rating) (13)	Training Effectiveness (Rating) (14)
Mitchell cont'd	Goodyear Tire & Rubber Company	07/01/00	01/23/01	90,276.00	90,276.00	30		30		30	5	5	5
	Plastiflex Company, Inc.	08/01/00	12/05/00	15,239.00	15,239.00	17		17	17	17	5	5	5
	JMS Southeast, Inc.	12/01/00	06/22/01	1,386.00	1,386.00	8		8	8		4	4	4
Nash													
	Alflex Corporation	02/01/99	06/30/01	47,490.00	10,832.00	71	243	71	243	52	4	4	4
Piedmont													
	Fleetwood Homes, Inc.	11/01/99	01/26/01	62,297.00	53,255.00	100		176	166		5	4	5
	CTI Technologies, Inc.	07/03/00	03/08/01	1,128.00	1,073.00	10		10		10	5	5	5
Richmond													
	General Glass International	11/01/99	06/01/01	12,870.00	12,870.00	45		41	41		4	4	4
	Sanitony Wear LLC	06/09/00	07/27/00	1,575.00	1,061.00	112		14		15	4	4	4
	KordSA USA, Inc.	11/15/00	06/05/01	3,589.00	3,589.00	225		225		225	5	5	4

North Carolina Community College System
New and Expanding Industry Training

Project Completions

Reporting Date: July 1, 2000 through June 30, 2001

College (1)	Company (Completed Projects) (2)	Start Date (3)	End Date (4)	Allocations (5)	Expenditures (6)	Positions Filled (7)	Pre-Hire Training (8)	Post-Hire Training (9)	Trained by Company Instructors (10)	Trained by College Instructors (11)	Company's Expectations Met (Rating) (12)	Training Impact (Rating) (13)	Training Effectiveness (Rating) (14)
Robeson													
	Rempac Foam Corp.	01/01/99	12/31/00	40,738.00	23,526.00	120	66		66	55	4	4	5
	Elkay Southern Corp.	09/01/99	03/13/01	169,277.00	157,361.00	246	246		246	168	5	5	5
Rockingham													
	Southern Finishing	08/01/00	11/29/00	5,376.00	5,376.00	19	19		19	16	4	4	4
Rowan-Cabarrus													
	Corning, Inc.	01/01/99	01/19/01	1,291,967.00	868,188.00	528	807		783	778	4	4	4
	Standard Corporation	07/01/99	11/28/00	22,698.00	22,692.00	156	86			86	4	4	4
	Owens Corning	10/11/99	12/18/00	253,897.00	191,703.00	93	168		90	203	4	4	4
	Drafex International	10/12/99	10/31/00	125,200.00	103,812.00	169	899			1043	4	4	4
Sandhills													
	Klaussner Furniture Inc.	07/01/00	06/03/01	70,781.00	8,652.00	28	28		28		5	5	5

North Carolina Community College System
 New and Expanding Industry Training
 Project Completions

Reporting Date: July 1, 2000 through June 30, 2001

College (1)	Company (Completed Projects) (2)	Start Date (3)	End Date (4)	Allocations (5)	Expenditures (6)	Positions Filled (7)	Pre-Hire Training (8)	Post-Hire Training (9)	Trained by Company Instructors (10)	Trained by College Instructors (11)	Company's Expectations Met (Rating) (12)	Training Impact (Rating) (13)	Training Effectiveness (Rating) (14)
Southeastern													
	Coastal Apparel	05/01/00	01/12/01	8,820.00	2,366.00	61	9			9	4	3	4
	Sumitomo Electric	07/01/00	05/04/01	5,307.00	5,307.00	88	88			88	5	5	5
South Piedmont													
	Greiner Vacuette	08/01/00	06/14/01	17,932.00	17,932.00	45	33		8	33	5	4	4
Southwestern													
	Ashley Products	01/04/00	06/30/01	8,618.00	7,954.00	17	20		17	13	4	4	4
Stanly													
	Fiber Composites Corp.	04/15/00	06/01/01	41,307.00	39,558.00	54	54		54	29	4	4	4
Vance-Granville													
	Corporate Express, Inc.	09/01/98	05/29/01	95,918.00	7,808.00	185	62	185	163	149	4	4	4
	HandCrafted Homes, An HHHunt Co.	09/01/99	01/18/01	30,508.00	30,507.00	112		127	68	127	4	4	4

North Carolina Community College System
 New and Expanding Industry Training
 Project Completions

Reporting Date: July 1, 2000 through June 30, 2001

College (1)	Company (Completed Projects) (2)	Start Date (3)	End Date (4)	Allocations (5)	Expenditures (6)	Positions Filled (7)	Pre-Hire Training (8)	Post-Hire Training (9)	Trained by Company Instructors (10)	Trained by College Instructors (11)	Company's Expectations Met (Rating) (12)	Training Impact (Rating) (13)	Training Effectiveness (Rating) (14)
Vance-Granville cont'd	Chesapeake Packaging Co.	04/01/00	06/18/01	63,840.00	15,849.00	48	33	48		48	4	3	4
	McDade Apparel	04/01/00	05/29/01	33,419.00	31,071.00	57		60	60	51	5	5	5
Wake													
	Morton Metalcraft Co.	01/01/98	12/31/00	264,033.00	49,240.00	368		320	176	198	5	5	4
	MCI World Com	08/01/99	06/30/01	435,392.00	346,955.00	1210		1,127	957	296	5	5	5
Wayne													
	Uchiyama America, Inc.	08/01/00	06/30/01	43,271.00	5,457.00	72		16		16	4	4	N/A
	Uchiyama America, Inc.	07/01/99	06/30/01	36,302.00	36,302.00	71		16		16	4	4	N/A
Western Piedmont													
	BASF	03/01/00	06/30/01	126,363.00	68,779.00	30		30	20	10	5	4	4
	J. Schneider Fabrics, Inc.	03/01/99	02/28/01	15,794.00	15,370.00	40	13	13	13	13	5	4	5
	Baker Furniture	11/01/98	11/20/00	88,279.00	23,509.00	75		41		41	4	4	4

North Carolina Community College System
New and Expanding Industry Training

Project Completions

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College (1)	Company (Completed Projects) (2)	Start Date (3)	End Date (4)	Allocations (5)	Expenditures (6)	Positions Filled (7)	Pre-Hire Training (8)	Post-Hire Training (9)	Trained by Company Instructors (10)	Trained by College Instructors (11)	Company's Expectations Met (Rating) (12)	Training Impact (Rating) (13)	Training Effectiveness (Rating) (14)
Western Piedmont cont'd	Molded Fiber Glass	04/01/99	11/01/00	21,178.00	21,180.00	60		39		39	5	4	4
Wilkes													
	Tigra USA, Inc.	05/01/99	06/14/01	210,866.00	149,757.00	14		9	9	2	5	5	5
	Schas Industries, Inc.	10/01/99	02/28/01	23,968.00	23,967.00	30		30	30		5	4	4
TOTALS	88			\$5,888,846.00	\$3,758,927.00	9,344	2,223	9,336	6,932	7,064	4.56	4.38	4.42

