

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

Submitted to the

JOINT LEGISLATIVE EDUCATION OVERSIGHT COMMITTEE

October 1, 2002



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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, 2002 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 \$71.
 - 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 \$83. 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

<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 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; 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 INDUSTRIES
BUDGET AND EXPENDITURES
REPORTING DATES: JULY 1, 2001 - June 30, 2002

Community College (1)	Company (2)	Years Funded (3)	Company Training Reimbursement Expenditures (4)	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)
ALAMANCE											
	LabCorp	1	19,060.00	34	560.59	2,348.12	33	71.16	21,408.12	34	629.65
	Narrolflex, Incorporation	2	0.00	0	0.00	170.24	29	5.87	170.24	29	5.87
ASHEVILLE- BUNCOMBE											
	Carolina Knife, Incorp (1)	2	0.00	0	0.00	173.96	2	86.98	173.96	2	86.98
	Continental Teves	3	0.00	0	0.00	13,499.30	41	329.25	13,499.30	41	329.25
	Digitech	2	1,484.00	8	185.50	16,297.77	14	1,164.13	17,781.77	14	1,270.13
	Eaton Cutler-Hammer	2	19,225.75	215	89.42	75,745.72	110	688.60	94,971.47	310	306.36
	Hasco Mold Bases (2)	3	0.00	0	0.00	777.95	6	129.66	777.95	6	129.66
	InterAct Public Safety Systems	1	0.00	0	0.00	66,411.40	40	1,660.29	66,411.40	40	1,660.29
	Medical Action Industries	3	0.00	0	0.00	15,746.69	60	262.44	15,746.69	60	262.44
	Mills Manufacturing	1	1,872.00	21	89.14	10,552.93	46	229.41	12,424.63	46	270.10
	NCI	3	4,480.00	34	131.76	223.42	0	N/A	4,703.42	34	138.34
	National Wiper Alliance	2	2,112.00	14	150.86	104.32	0	N/A	2,216.32	14	158.31
	NYPRO Asheville	1	2,119.68	5	423.94	23,557.82	94	250.62	25,677.50	99	259.37
	Pechiney Plastic Packaging (3)	1	5,432.50	8	679.06	1,247.92	0	N/A	6,680.42	8	835.05
	Plasti-Form	2	6,201.00	18	344.50	23,844.84	62	384.59	30,045.84	80	375.57
	Revco Technologies	2	106.00	23	4.61	26,030.50	55	473.28	26,136.50	78	335.08
	Safety Equipment International	2	790.00	14	56.43	3,750.89	14	267.92	4,540.89	24	189.20
	Sample Group	2	8,727.20	65	134.26	21,978.12	170	129.28	30,705.32	178	172.50

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ASHEVILLE- BUNCOMBE cont'd	Sonopress, Inc.	3	0.00	0	0.00	10,388.46	28	371.02	10,388.46	28	371.02
	Thantex Specialties	2	1,229.90	25	49.20	29,400.76	70	420.01	30,630.66	70	437.58
	Welch-Allyn	1	17,490.00	44	397.50	1,882.56	17	110.74	19,372.56	61	317.58
BEAUFORT											
	Caldwell Design/Fabrication	2	9,980.00	7	1,425.71	1,882.56	27	69.72	11,280.00	34	331.76
	Flanders Filters Corp.	1	0.00	0	0.00	12,730.75	103	0.00	12,730.75	103	123.60
	Impressional Marketing Group	2	830.81	7	118.69	37,481.31	156	240.26	38,312.13	163	235.04
	Tempico Mid-Atlantic, LLC (4)	1	2,400.00	6	400.00	0.00	0	0.00	2,400.00	6	400.00
BLADEN											
	Bladen Industries, Inc.	1	5,260.00	21	250.48	3,080.66	48	64.18	48,983.66	48	1,020.49
	Greif Bros. Corporation (5)	1	120.00	8	15.00	0.00	0	0.00	120.00	8	15.00
	Squires Hardwoods, Inc.	1	3,040.00	15	202.67	0.00	0	0.00	3,040.00	15	202.67
BLUE RIDGE											
	Borg Warner	1	15,800.41	20	790.02	4,437.50	20	221.88	20,237.91	20	1,011.90
	Rafiatec, Inc.	2	145,069.21	156	929.93	73,648.84	316	233.07	218,718.05	316	692.15
BRUNSWICK											
	Rampage Sportfishing Yachts	3	0.00	0	0.00	22,571.07	205	110.10	22,571.07	205	110.10
CALDWELL											
	Cytosol Ophthalmics	1	0.00	30	0.00	44,754.67	27	1,657.58	44,754.67	30	1,491.82

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CAPE FEAR											
	Coming, Inc.	2	19,530.50	64	305.16	13,612.59	47	289.63	33,143.09	64	517.86
CATAWBA VALLEY											
	Alcatel, Optical Fiber Div	2	25,867.60	53	488.07	44,244.49	53	834.80	70,112.09	53	1,322.87
	Shurtape Technologies, Inc.	2	13,928.00	28	497.43	11,721.00	29	404.17	25,649.00	36	712.47
CENTRAL CAROLINA											
	Caterpillar, Inc.	1	6,558.75	49	133.85	1,243.55	14	88.83	7,802.30	63	123.85
	Honeywell (6)	2	6,030.00	10	603.00	0.00	0	0.00	6,030.00	10	603.00
	Saiden Technologies Static Control Components	1	0.00	0	0.00	5,863.50	19	308.61	5,863.50	19	308.61
	Wyeth-Lederle Vaccines (7)	2	38,436.00	65	591.32	28,484.38	33	863.16	66,920.38	77	869.10
		2	0.00	0	0.00	224,210.86	54	4,152.05	224,210.86	54	4,152.05
	3M	1	7,102.00	45	157.82	11,176.60	44	254.01	18,278.60	47	388.91
CENTRAL PIEDMONT											
	Blacker & Decker (8)	3	0.00	0	0.00	113.61	0	N/A	113.61	0	113.61
	Digital Optics Corporation	2	1,060.00	6	176.67	894.52	9	99.39	1,954.52	15	130.30
	Foamex International Inc. (9)	1	0.00	0	0.00	9,810.98	6	1,635.16	9,810.98	6	1,635.16
	Next Day Gourmet	1	0.00	0	0.00	10,063.54	136	74.00	10,063.54	136	74.00
	Westinghouse Power Corp	2	104,836.60	140	748.83	36,511.46	205	178.10	141,348.06	205	689.50
	Solelectron	2	0.00	0	0.00	16,981.26	158	107.48	16,981.26	158	107.48
	Textron	1	0.00	0	0.00	4,537.48	73	62.16	4,537.48	73	62.16
	The Vanguard Group	2	13,527.00	29	466.45	675.83	0	N/A	14,202.83	29	489.75
	TIAA CREF (10)	1	0.00	0	0.00	377.05	9	41.89	377.05	9	41.89

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CENTRAL PIEDMONT cont'd	United Stationers Supply Co (11)	2	0.00	0	0.00	630.00	7	90.00	630.00	7	90.00
	Copeland Corp.	2	0.00	0	0.00	3,945.57	17	232.09	3,945.57	17	232.09
	Encompass Services Corp.	1	0.00	0	0.00	5,598.80	40	139.97	5,598.80	40	139.97
	Sara Lee Intimate Apparel	1	3,600.00	28	128.57	4,668.76	54	86.46	8,268.76	82	100.84
COASTAL CAROLINA	Tube Enterprises	2	4,480.00	6	746.67	1,452.00	25	58.08	5,932.00	31	191.35
	Lion-Vallen Industries (12)	2	0.00	0	0.00	30.00	3	10.00	30.00	3	10.00
	Omega World Travel, Inc. (13)	2	0.00	0	0.00	192.28	0	N/A	192.28	0	192.28
COLLEGE OF THE ALBEMARLE	Albemarle Boats	3	0.00	0	0.00	6,843.86	23	297.56	6,843.86	23	297.56
	Seabrook Holding, Inc.	3	0.00	0	0.00	2,494.00	41	60.83	2,494.00	41	60.83
	States Industries, Inc.	2	29,940.00	39	767.69	3,073.84	39	78.82	33,013.84	39	846.51
	Tyco Plastics	1	0.00	43	0.00	19,674.69	32	614.83	19,674.69	52	378.36
DAVIDSON	Avcol (Unifi. Inc)	2	0.00	68	0.00	26,291.11	55	478.02	26,291.11	68	386.63
DURHAM	AW North Carolina, Inc.	3	81,664.00	196	416.65	27,499.92	8	3,437.49	109,163.92	204	535.12
	Cree Research Inc.	3	0.00	0	0.00	23,063.95	129	178.79	23,063.95	129	178.79
	Pharmatechnology Inc.	1	0.00	0	0.00	25,262.35	42	601.48	25,262.35	42	601.48

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DURHAM cont'd											
	Triumph Boats	1	0.00	0	0.00	11,530.12	30	384.34	11,530.12	30	384.34
EDGECOMBE											
	QVC	3	1,541.20	161	9.57	43,095.83	6	7,182.64	44,637.03	167	267.29
FAYETTEVILLE											
	Cingular Wireless	2	23,519.30	132	178.18	58,215.00	475	122.56	81,734.30	607	134.65
GASTON											
	Beal Manufacturing Inc. (14)	1	0.00	0	0.00	5,355.00	0	N/A	5,355.00	0	5,355.00
	Buckeye Technologies, Inc.	3	44,137.83	101	437.01	32,943.19	132	249.57	77,081.02	132	583.95
	Cataler North America Corp	1	0.00	0	0.00	23,135.58	108	214.22	23,135.58	108	214.22
	Hi-Tex Pass and Seymour/Legrand	1	0.00	0	0.00	1,154.65	20	57.73	1,154.65	20	57.73
		1	1,221.25	55	22.20	244.40	75	3.26	1,465.65	75	19.54
GUILFORD											
	RF Micro Devices Uniprise Custom Services Center	3	132,114.55	70	1,887.35	0.00	0	0.00	132,114.55	70	1,887.35
		2	15,998.64	47	340.40	799.93	14	57.14	16,798.57	51	329.38
HALIFAX											
	Lowes Companies, Inc.	1	0	0	0.00	15,636.99	112	139.62	15,636.99	112	139.62
	Reser's Fine Foods, Inc.	1	50,400.00	552	91.30	5,427.00	0	N/A	55,827.00	552	101.14
HAYWOOD											
	Blue Ridge Paper, Inc.	3	0.00	0	0.00	33,835.00	34	995.15	33,835.00	34	995.15

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Community College (1)	Company (2)	Years Funded (3)	Company Training Reimbursement Expenditures (4)	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)
ISOTHERMAL											
	Arvin Meritor	1	19,504.00	87	224.18	48.48	0	N/A	19,552.48	87	224.74
	Broyhill Furniture Industries	3	19,785.00	30	659.50	640.49	55	11.65	20,425.49	316	64.84
	Woodland Mills (15)	2	0.00	0	0.00	5,608.69	7	801.24	5,608.69	7	801.24
	3TEX Engineered Fiber Prod (16)	3	0.00	0	0.00	8,580.00	6	1,430.00	8,580.00	6	1,430.00
JAMES SPRUNT											
	Gulford Mills	2	0.00	17	0.00	13,497.00	28	482.04	13,497.00	45	299.93
JOHNSTON											
	Bayer Pharmaceutical Div	2	0.00	0	0.00	46,378.96	233	199.05	46,378.96	233	199.05
	Pharmaceutical Industries	2	0.00	38	0.00	74,227.12	204	363.86	74,227.12	204	363.86
LENOIR											
	Cabinets, Incorporation	3	25,705.00	223	115.27	144,957.25	327	443.29	170,662.25	550	310.30
	Zonson USA, Inc (17)	2	0.00	0	0.00	1.00		N/A	1.00	0	1.00
MARTIN											
	McMurray Fabrics, Inc.	1	0.00	24	0.00	23,372.75	10	2,337.28	23,372.75	34	687.43
	Penco Products Corporation	2	26,364.40	81	325.49	203,078.56	169	1,201.65	229,442.96	250	917.77
	Premium Food Group	1	0.00	78	0.00	4,531.80	77	58.85	4,531.80	155	29.24
MAYLAND											
	Bombardier	1	18,410.50	239	77.03	11,964.87	342	34.99	30,375.37	342	88.82
	Guardian Armor, Inc. (18)	2	2,153.00	7	307.57	0.00	0	0.00	2,153.00	7	307.57
	High Valley Construction & Ma	2	23,991.30	62	386.96	1,262.70	3	420.90	25,254.00	62	407.32

NORTH CAROLINA COMMUNITY COLLEGE SYSTEM
NEW AND EXPANDING INDUSTRIES
BUDGET AND EXPENDING INDUSTRIES
REPORTING DATES: JULY 1, 2001 - June 30, 2002

Community College (1)	Company (2)	Years Funded (3)	Company Training Reimbursement Expenditures (4)	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)
MCDOWELL	Baxter Health Care Systems	1	120,663.68	310	389.24	8,029.58	169	47.51	128,693.26	310	415.14
MITCHELL	Ingeroll-Rand Company	2	0.00	0	0.00	3,150.00	19	165.79	3,150.00	19	165.79
MONTGOMERY	Homanit USA, Incorporation	2	18,796.98	142	132.37	171,842.27	125	1,374.74	190,639.25	142	1,342.53
NASH	Aegis Communications Group	1	64,198.18	557	115.26	5,603.45	100	56.03	69,801.63	667	104.65
PIEDMONT	Vector Tobacco (USA) Ltd.	1	13,563.00	6	0.00	41,805.11	52	803.94	55,368.11	53	1,044.68
PITT	Caldwell Design, LLC (19)	1	0.00	0	0.00	1.14	0	N/A	1.14	0	1.14
	Catalytica Pharmaceuticals, Inc. DSM High Performance Fibers (20)	3	52,718.60	182	289.66	14,407.43	11	1,309.77	67,126.03	193	347.80
	Fuji Silysia Chemical, Ltd	1	46,372.40	17	2,727.79	3,795.60	17	223.27	50,168.00	17	2,951.06
	Pactiv, Inc. United Machine Works, Inc. (21)	2	7,899.04	14	564.22	1,025.96	0	N/A	8,925.00	14	637.50
		2	0.00	0	0.00	6,881.00	16	430.06	6,881.00	16	430.06
		3	5,613.00	10	561.30	0.00	0	0.00	5,613.00	10	561.30

**NORTH CAROLINA COMMUNITY COLLEGE SYSTEM
NEW AND EXPANDING INDUSTRIES
BUDGET AND EXPENDITURES
REPORTING DATES: JULY 1, 2001 - June 30, 2002**

Community College (1)	Company (2)	Years Funded (3)	Company Training Reimbursement Expenditures (4)	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)
RANDOLPH	Goodyear Asheboro	1	17,206.99	40	430.17	830.59	32	25.96	18,037.58	40	450.94
	Times Fiber Communications	2	0.00	0	0.00	776.26	36	21.62	776.26	36	21.62
RICHMOND	FCC (North Carolina), Inc.	2	43,075.08	28	0.00	10,551.52	17	620.68	53,626.60	45	1,191.70
ROBESON	Paraclete Armor	1	0.00	0	0.00	28,792.07	38	757.69	28,792.07	38	757.69
	Quickie Manufacturing Corp	2	5,283.20	117	45.16	0.00	0	0.00	5,283.20	117	45.16
	The In 7 Company (22)	1	3,600.00	9	400.00	0.00	0	0.00	3,600.00	9	400.00
ROCKINGHAM	Gildan Activewear (Distribution Center)	2	4,800.00	48	100.00	2,182.65	21	103.94	6,982.65	69	101.20
ROWAN- CABARRUS	Unfi-Scans Technical Fibers LLC	1	31,363.20	66	475.20	6,287.41	9	698.60	37,650.61	75	502.01
	Coming, Inc.	2	94,342.80	155	608.66	90,507.23	388	233.27	184,850.03	447	413.53
	Meridian Automotive Systems	2	27,440.00	114	240.70	47,906.50	179	267.63	75,346.50	248	303.82
	Philip Morris USA	2	50,767.00	161	315.32	21,203.00	58	365.57	71,970.00	219	328.63
SAMPSON	Lundy's	1	20,934.00	114	183.63	1,046.00	0	N/A	21,980.00	114	192.81
	Squires Hardwoods, Kennedy	1	19,362.56	16	1,210.16	968.00	0	N/A	20,330.56	16	1,270.66
SANDHILLS	Unilever HPC	3	36,555.24	66	553.87	16,741.89	91	183.98	53,297.13	91	585.68

NORTH CAROLINA COMMUNITY COLLEGE SYSTEM
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SOUTH PIEDMONT	H Power Corporation (23)	1	0.00	0	0.00	1,535.55	7	219.36	1,535.55	7	219.36
SOUTH- EASTERN	Conflandey, Inc.	3	6,000.00	24	250.00	4,094.00	54	75.81	10,094.00	59	171.08
	InterKord SA	2	37,507.89	28	1,339.57	13,657.01	18	758.72	51,164.90	30	1,705.50
	Kroy Building Products, Inc.	1	0.00	0	0.00	1,521.65	37	41.13	1,521.65	37	41.13
STANLY											
	CTX	1	14,800.00	37	400.00	1,925.00	31	62.10	16,725.00	37	452.03
	Mangum Manufacturing (24)	1	0.00	0	0.00	4,964.00	6	827.33	4,964.00	6	827.33
	Tuscarora Yarns, Inc.	1	4,800.00	21	228.57	0.00	0	0.00	4,800.00	21	228.57
SURRY											
	Chatham-Borgetena Auto Fabr(25)	1	789.94	7	112.85	0.00	0	0.00	789.94	7	112.85
TRI-COUNTY											
	Aegis Power Systems	2	6,073.00	12	506.08	0.00	0	0.00	6,073.00	12	506.08
	Bombardier Industrial Opportunities	1	22,306.50	131	170.28	7,259.45	13	558.42	29,565.95	131	225.69
		2	12,000.00	12	1,000.00	2,908.20	8	363.53	14,908.20	20	745.41
	Sioux Tools	3	26,599.00	68	391.16	0.00	22	0.00	26,599.00	100	265.99
	Western Forge	3	59,201.60	107	553.29	1,853.40	23	80.58	61,055.00	130	469.65
VANCE- GRANVILLE											
	Flextronics International	2	2,080.00	16	130.00	15,935.33	53	300.67	18,015.33	46	391.64
	Revlon	2	367,241.60	703	522.39	73,964.69	694	106.58	441,206.29	1,117	394.99
	Royal Home Fashions	3	29,274.00	155	188.86	1,463.70	0	N/A	30,737.70	155	198.31
	The IAMS Company	3	0.00	0	0.00	11,732.64	56	209.51	11,732.64	56	209.51

NORTH CAROLINA COMMUNITY COLLEGE SYSTEM
NEW AND EXPANDING INDUSTRIES
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(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
VANCE- GRANVILLE cont'd											
	Wal-Mart Stores East, LP	1	60,062.20	224	268.13	0.00	0	0.00	60,062.20	224	268.13
WAKE											
	Biogen	2	44,850.00	52	862.50	56,222.70	52	1,081.21	101,072.70	78	1,295.80
	Cisco Systems, Inc.	2	0.00	0	0.00	63,427.05	41	1,547.00	63,427.05	41	1,547.00
	John Deere Turf Care	1	4,693.00	119	39.44	55,138.41	129	427.43	59,831.41	207	289.04
	John Deere Worldwide C & CE Head	1	0.00	0	0.00	22,598.96	197	114.72	22,598.96	197	114.72
	Nomacoro LLC	1	0.00	0	0.00	8,534.67	47	181.59	8,534.67	47	181.59
	WorldCom Communications Corp	3	26,505.00	42	631.07	1,325.00	0	N/A	27,830.00	42	662.62
WAYNE											
	Impulse NC, Inc.	1	954.00	21	45.43	0.00	0	0.00	954.00	21	45.43
WESTERN PIEDMONT											
	BSN-JOBST	1	17,268.00	52	332.08	0.00	0	0.00	17,268.00	52	332.08
	Houston Hosiery (26)	2	0.00	0	0.00	8,000.00	1	8,000.00	8,000.00	1	8,000.00
WILKES											
	Certain Teed Corp	3	19,140.00	21	911.43	4,971.15	42	118.36	24,111.15	63	382.72
	Interflex Group- Carolina Div	1	11,411.00	12	950.92	8,183.00	159	51.47	19,594.00	171	114.58
	The Gates Rubber Company	2	6,370.00	12	530.83	21,418.00	14	1,529.86	27,788.00	26	1,068.77
	Magnolia Manufacturing, Incorporation	2	0.00	0	0.00	12,635.49	17	743.26	12,635.49	17	743.26
	Percision Fibers	1	2,869.49	20	143.47	10,428.51	10	1,042.85	13,298.00	30	443.27
	Piedmont Medical, Inc.	1	0.00	0	0.00	9,196.85	28	328.46	9,196.85	28	328.46
	Wilkes Glove, LLC	1	0.00	0	0.00	10,447.50	21	497.50	10,447.50	21	497.50

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WILSON											
	Eon Pharma, Incorporation	2	0.00	0	0.00	22,494.56	126	178.53	22,494.56	126	178.53
	Pharmaceuticals, Incorporation	3	0.00	0	0.00	17,403.78	103	168.97	17,403.78	103	168.97
	Smurfit-Stone (27)	1	4,886.00	8	610.75	0.00	0	0.00	4,886.00	8	610.75
TOTALS			\$2,506,474.05	7,747	\$39,181.29	\$2,845,064.15	9,051	\$314.34	\$5,391,598.35	14,771	\$365.01

PROGRAM RELATED EXPENDITURES

Media Development Office

Central Piedmont Community College \$42,372.67

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 2001-2002 program year, the Media Development Office produced 135 total finished video minutes at an average cost of \$672.21 per finished minute. An additional 360 total minutes of edited process documentation videos were produced at a cost of \$12.50 per finished minute. Media Development Office oversaw the revision of two significant printed programs, the Metalworking and Plastics Operator training programs. These programs totaled approximately 1,300 pages, and were revised and reformatted at a cost of 7.7 cents per page. Printing costs vary, but will average pennies per page.

Media Development Office received accolades for both routine and special projects. John Harrill of Baxter Healthcare in Marion wrote regarding the training videos for his company, "I wanted to thank you and the North Carolina Community College System for producing two innovative and inspiring videos for Baxter Healthcare Corporation." Videos produced to promote the new BioWork curriculum generated great interest in the biotech industry and numerous compliments for the NCCCS booth in the BioFrontiers tent at the NC State Fair. Life-size photo cutouts helped to fill out that display, and were also used at an NCCBI "Info Share" job fair to encourage interaction, along with looped videos depicting various initiatives (SBC, NCMCP, BioWork, and NEIT). Considerable graphics support also went into the development of Zodiacak business training aids, which are used in "business literacy" classes across the state.

Equipment Warehouse

Forsyth Technical Community College

\$22,167.58

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 supplies and equipment acquired from various resources over a period of years can be and is often utilized in customized NEIT projects. When a project is completed, the equipment is either transferred to a subsequent NEIT project, temporarily housed at a local community college, or returned and stored at the subject warehouse located in Kernersville. The warehouse is leased through yearly NEIT allotments to Forsyth Technical Community College.

ADDENDUM

The report is footnoted to explain project expenditures that exceeded an average of cost per trainee of \$2,500, or when there were no trainees reported for the reporting period. Projects reporting fewer than 12 trainees for the report period are ongoing projects that have or will provide training for 12 or more jobs over the project time frame (the minimum requirement for NEIT projects).

NOTE: For those projects where college expenditures were incurred and 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 Guideline. "Colleges may receive 5 percent of the project costs as an administrative allowance, not to exceed \$60,000 per project in any fiscal year." In those instances where trainees are reported by company trainers but no company training reimbursements are reported, trainees were registered under the New and Expanding Industry Training Project but no funds were reimbursed to the company during the reporting period.

1. Asheville-Buncombe Technical CC Carolina Knife, Incorporation

The company added 15 employees. The project has been closed. Seven employees were trained in FY 2000-01, all by the college. A total of nine employees were trained during the project.

2. Asheville-Buncombe Technical CC Hasco Mold Bases

Most of the training activity occurred in the previous year. A total of 40 employees were trained during the project, with six being trained in the 2001-02 fiscal year. The project was completed in FY 2001-02.

**3. Asheville-Buncombe Technical CC
Pechiney Plastic Packaging**

This project just started in late Spring. It is projected that 39 employees will be trained in FY 2002-03.

**4. Beaufort CC
Tempico Mid-Atlantic, LLC**

Fewer than 12 trainees were registered during the program year. The project is scheduled to train a total of 24 new employees by project completion.

**5. Bladen CC
Greif Bros. Corporation**

Fewer than 12 trainees were registered during the program year. The project is scheduled to train a total of 68 new employees by project completion.

**6. Central Carolina CC
Honeywell**

Fewer than 12 trainees were registered during the program year. An additional 23 new employees were previously trained. The project is closed.

**7. Central Carolina CC
Wyeth-Lederle Vaccines**

The cost per trainee is exceptional due to the extensive up-front training needs analysis, and customized instructional design and development. The project is a "Best Practice Pharmaceutical NEIT Project" which includes four weeks of college training per new hire class. The cost per trainee will level out this current fiscal year and meet the guidelines. Wyeth has invested in a leased dedicated training facility. The capital investment for this project is estimated at over \$120 million.

**8. Central Piedmont CC
Blacker & Decker**

The expenditures were for sales tax and shipping of training materials that were used in training for the project in the previous fiscal year.

**9. Central Piedmont CC
Foamex International Inc.**

Fewer than 12 trainees were registered during the program year. Due to the declining economy, company management chose to terminate the project. Originally, a total of 25 trainees were projected.

**10. Central Piedmont CC
TIAA CREF**

Fewer than 12 trainees were registered during the program year. The project is scheduled to train a total of 275 new employees by project completion.

**11. Central Piedmont CC
United Stationers Supply Company**

Fewer than 12 trainees were registered during the program year. Due to the declining economy, company management chose to terminate the project. Originally, a total of 45 trainees were projected.

**12. Coastal Carolina CC
Lion Vallen Industries**

This project was completed on October 26, 2001. The total trained by the college for the company was 10 people. The projection was a total of 15; however, the company terminated the project early when they cut the hiring forecast to 10.

13. Coastal Carolina CC

Omega World Travel, Incorporation

Materials were purchased in preparation for the training. However, a downturn in economy forced the company to stop expansion and the training was not started. The project was halted and closed.

14. Gaston CC

Beal Manufacturing Incorporation

Materials were developed by and payment made to the NC Center for Applied Textile Technology for training that will occur in FY 2002-03.

15. Isothermal CC

Woodland Mills

Ninety-six employees were trained in FY 2000-01, giving a total of 103 for the entire project.

16. Isothermal CC

3 Tex Engineered Fiber Product

Eighteen employees were trained in FY 2000-01, giving a total of 24 trained so far. An additional six employees are projected to be trained this fiscal year.

17. Lenoir CC

Zonson USA, Incorporation

The dollar was left over after the final recall of funds and was expended as part of the college administrative funds.

18. Mayland CC

Guardian Armor, Incorporation

Fewer than 12 trainees were registered during the program year. Thus far, a total of 13 employees have been trained for this project.

19. Pitt CC

Caldwell Design, LLC

The project began in June 2002. An administrative cost of \$1.14 was charged to the project. It is projected 30 employees will receive training during the FY 2002-03.

20. Pitt CC

DSM High Performance Fibers

The first phase of the project involved hiring and training the lead people and testing of production processes. Initial project funding was used to train local workers as trainers at the company's home plant in Heerlen, Netherlands. An exception to standard policy was authorized prior to project approval permitting expenditure of funds per trainee in excess of the standard policy; the excess cost was justified based on the high level of technology involved in the production process.

21. Pitt CC

United Machine Works, Incorporation

Fewer than 12 trainees were registered during the program year. A total of 40 personnel were employed and trained.

22. Robeson CC

The In 7 Company

Fewer than 12 trainees were registered during the program year. The project is scheduled to train a total of 50 new employees by project completion.

**23. South Piedmont CC
H Power Corporation**

Fewer than 12 trainees were registered during the program year. The project is scheduled to train a total of 39 new employees by project completion.

**24. Stanly CC
Mangum Manufacturing**

Fewer than 12 trainees were registered during the program year. The project is scheduled to train a total of 25 new employees by project completion.

**25. Surry CC
Chatham-Borgetena Auto Fabrics**

Fewer than 12 trainees were registered during the program year. The project is scheduled to train a total of 77 new employees by project completion.

**26. Western Piedmont CC
Houston Hosiery**

This training consisted of a Train-the-Trainer class. The employee will be responsible for training employees using the company's new computerized production management system. Twelve employees were trained in FY 2000-2001, giving a total of 13 trained to date.

**27. Wilson CC
Smurfit-Stone**

Fewer than 12 trainees were registered during the program year. An additional six new employees were previously trained and 18 are projected to be trained.

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, 2001 through June 30, 2002.

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.

Chart 1

Expectations

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

Average = 4.61 N= 68
2000-2001: N= 87
Average = 4.56

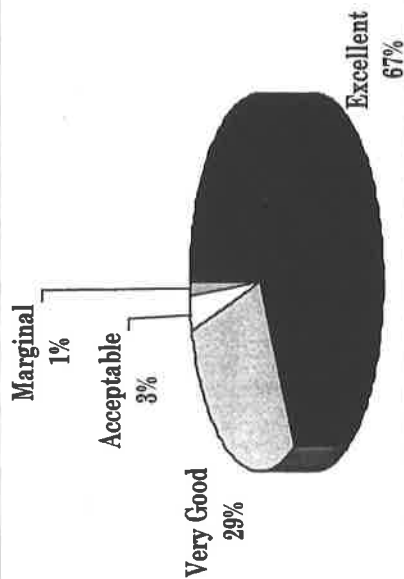


Chart 2

Impact

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

Average = 4.58 N= 68
2000-2001: N= 87
Average = 4.38

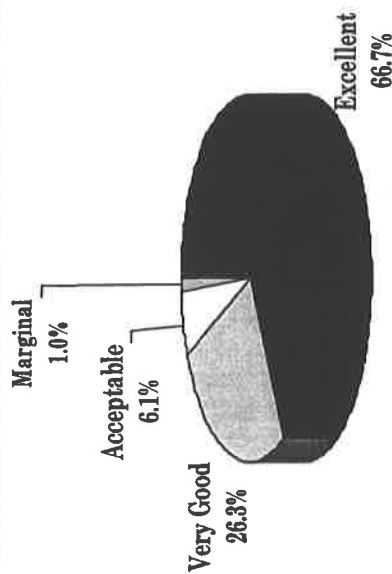
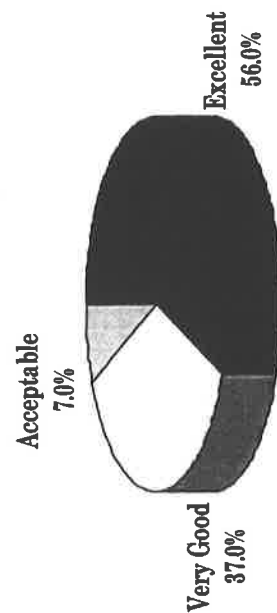


Chart 3

Effectiveness

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

Average = 4.49 N= 68
2000-2001: N= 87
Average = 4.42



Percentages are based on the number of completed summary evaluations (68), rather than the number of completed projects (71).

North Carolina Community College System
New and Expanding Industry Training
Project Completions
Reporting Date: July 1, 2001 through June 30, 2002

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)
Alamance													
	Narroflex, Inc.	08/01/00	02/21/02	\$30,931.00	\$30,931.00	67	0	67	67	29	4	4	4
	Sandvik Coromant	11/06/00	02/21/02	9,788.00	9,788.00	12	0	12	0	0	4	4	4
Asheville- Buncombe													
	Carolina Knife, Inc.	03/01/00	03/01/02	16,930.00	526.00	15	0	9	0	9	4	4	4
	Continental Teves	08/23/99	10/30/01	79,492.00	51,798.00	97	0	97	0	443	5	5	4
	Hasco Mold Bases Asheville, Inc.	08/16/00	08/10/01	31,660.00	23,917.00	50	0	40	22	18	4	4	4
	Sonopress, Inc.	09/15/99	06/30/02	60,614.00	54,740.00	186	0	186	0	186	4	4	4
	Medical Action Industries	09/23/98	06/24/02	77,787.00	48,941.00	83	0	83	10	83	4	4	4
	Le Sport Sac	07/25/00	07/01/01	14,485.00	14,483.00	33	0	33	33	0	4	4	4
	Digittech	09/01/00	06/30/02	36,380.00	26,263.00	16	0	16	8	16	5	5	4

North Carolina Community College System
New and Expanding Industry Training

Project Completions

Reporting Date: July 1, 2001 through June 30, 2002

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Beaufort													
	Caldwell Design/ Fabrication	09/13/00	03/01/02	28,364.00	27,800.00	25	0	34	34	34	5	5	5
Cape Fear													
	Corning, Inc.	07/01/00	10/15/01	261,510.00	221,156.00	263		263	327	47	5	5	5
Catawba Valley													
	Shurtape Technologies, Inc.	09/05/00	05/31/02	58,623.00	58,622.79	70	0	66	53	55	5	5	5
	Alcatel, Optical Fiber Div.	02/01/01	11/12/01	129,788.00	129,788.00	221	0	221	221	221	5	5	4
Central Carolina													
	Caterpillar, Inc.	07/27/98	07/09/01	293,328.00	194,906.00	414	0	414	209	350	5	5	5
	Honeywell	08/01/00	06/30/02	23,555.00	23,555.00	65	0	39	32	11	5	5	5
	Sierra Pine Ltd., Millworks Division	01/29/01	06/24/02	5,492.00	5,492.00	19	0	19	19	0	5	5	5

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)
Central Piedmont													
	Allstate Insurance Company	07/05/00	07/27/01	281,226.00	240,282.00	518	0	445	405	445	5	5	5
	The Vanguard Group	08/14/00	10/03/01	239,893.00	212,345.41	144	0	214	199	15	5	5	4
	Soletron	02/26/01	01/15/02	36,154.00	36,153.26	157	0	183	0	183	5	5	5
Cleveland	Digital Optics Corp.	03/01/01	01/15/02	24,907.00	24,907.00	52	0	55	25	29	4	3	3
	United Stationers Supply Co.	03/01/01	12/07/01	1,586.00	1,586.00	20	0	11	0	11	4	4	4
	Copeland Corp	04/15/01	02/25/02	10,899.00	6,756.00	13	0	25	13	25	5	5	5
Coastal Carolina													
	Omega World Travel, Inc.	01/15/01	01/02/02	45,675.00	3,212.00	0	0	0	0	0	n/a	n/a	n/a
	Lion-Vallen Industries	02/12/01	10/26/01	375.00	375.00	10	0	10	0	10	5	5	5

North Carolina Community College System
New and Expanding Industry Training
Project Completions
Reporting Date: July 1, 2001 through June 30, 2002

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)
College of the Albemarle													
	Seabrook Holding, Inc.	11/01/99	01/30/02	20,774.00	18,281.00	32	0	112	0	112	5	5	5
Davidson													
	Avgol (formerly Unifit)	10/09/00	06/24/02	95,216.00	93,733.00	68		68	68	55	5	5	5
	States Industries, Inc.	05/19/01	05/14/02	35,614.00	35,407.00	72	13	39	39	39	4	4	4
	Tyco Plastics	07/01/01	04/29/02	19,757.00	19,675.00	52	0	52	43	32	5	5	5
Durham													
	AW North Carolina	06/01/99	06/30/02	426,291.00	426,291.00	400	0	354	196	158	5	5	5
Edgecombe													
	Sara Lee	11/01/99	11/01/01	226,808.00	192,426.00	262	0	262	50	212	5	5	5
	The Barcalounger Co.	01/01/00	11/01/01	50,132.00	10,503.00	28	0	28	28	0	5	5	5
	AmeriCold Logistics	01/01/00	11/01/01	10,177.00	2,076.00	15	0	15	15	0	5	5	5

North Carolina Community College System
New and Expanding Industry Training

Project Completions

Reporting Date: July 1, 2001 through June 30, 2002

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)
Fayetteville													
	Cingular Wireless	04/30/01	11/26/01	396,971.00	396,969.00	794	0	794	132	662	5	5	5
Gaston													
	Pass and Seymour/ Legrand	10/01/01	05/10/02	1,467.00	1,466.00	96	75	18	18	75	4	4	4
Guilford													
	Uniprise: Health Plan Oper.	06/01/00	06/11/02	18,154.00	1,356.00	105	0	105	64	41	5	5	5
Haywood													
	Blue Ridge Paper	07/01/00	06/30/02	118,571.00	118,571.00	1,280	0	1,280	0	1,280	5	3	4
Isothermal													
	Eaton-Aeroquip	12/01/99	06/30/02	20,320.00	20,320.00	38	0	38	38	0	5	4	5
	Alba Waldensian	07/01/00	05/30/02	43,515.00	43,515.00	158	0	158	158	12	5	5	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)
James Sprunt													
	Guilford Mills, Inc.	09/11/00	06/03/02	26,641.00	26,641.00	146	0	146	98	46	5	5	5
Johnston													
	Novo Nordisk	05/01/99	05/30/02	82,405.00	79,436.00	143	0	228	38	228	5	5	5
	Eaton Corp.	08/01/00	06/30/02	619.00	619.00	20	0	20	0	20	5	5	5
Lenoir													
	Mountain Air Cargo	05/01/00	02/28/02	30,450.00	25,200.00	35	0	35	0	35	4	4	4
	Crouse-Hinds Molded Products	08/01/00	12/21/01	19,142.00	19,141.00	62	0	104	23	81	3	3	3
	Zonson USA, Inc.	09/20/00	09/15/01	14,520.00	14,520.00	11	0	11	11	0	n/a	n/a	n/a
Mitchell													
	J.C. Penny Company, Inc.	03/20/00	10/23/01	36,708.00	26,456.00	160	0	160	160	0	5	5	3
	Ingeroll-Rand Company	05/25/01	01/30/02	5,775.00	5,775.00	22	0	19	0	19	4	4	4

North Carolina Community College System
New and Expanding Industry Training
Project Completions
Reporting Date: July 1, 2001 through June 30, 2002

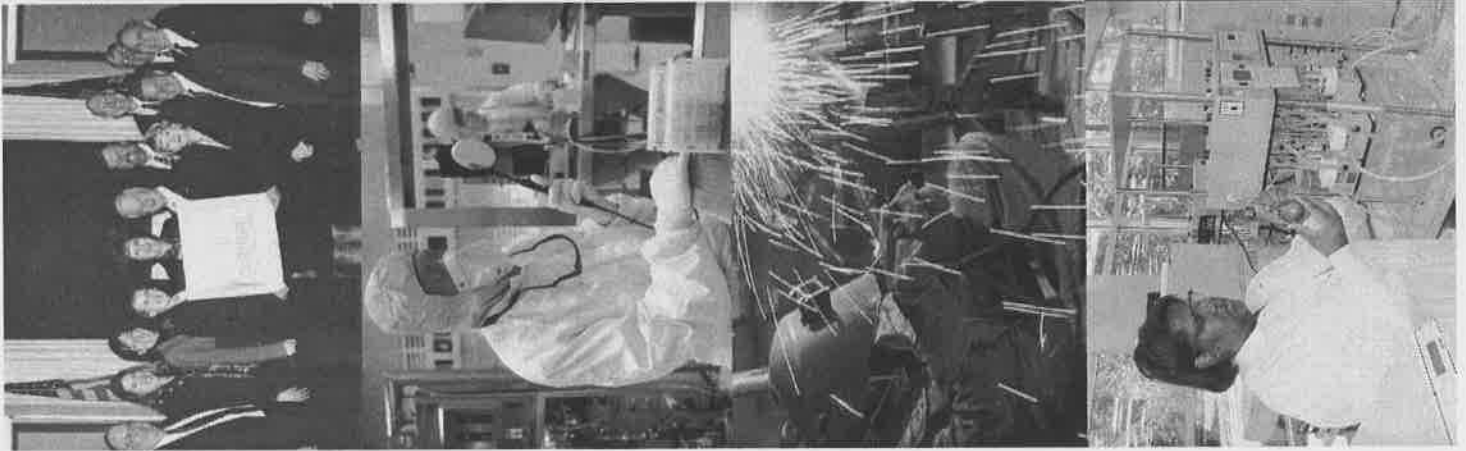
College (1)	Company (Completed Projects) (2)	Start Date (3)	End Date (4)	Allocations (5)	Expenditures (6)	Positions Filled (7)	Pre-Hire Training (8)	Post-Hire Training (9)	Trained by Company Instructors (10)	Trained by College Instructors (11)	Company's Expectations Met (Rating) (12)	Training Impact (Rating) (13)	Training Effectiveness (Rating) (14)
Nash													
	Aegis Communications Group	08/01/01	06/28/02	93,765.00	69,802.00	225	657	225	557	100	5	5	4
Pitt													
	Convergys Corp.	07/01/99	09/03/01	101,769.00	99,371.00	947	0	947	947	0	4	4	4
	Catalytica Pharmaceuticals, Inc.	01/03/00	05/10/02	146,843.00	146,681.66	263	0	263	263	11	5	5	5
	United Machine Work, Inc.	01/04/00	05/10/02	38,585.00	38,584.01	40	0	40	40	6	5	5	5
	Grady-White Boats	02/15/00	09/03/01	14,961.00	13,750.67	36	0	36	25	11	3	3	3
	Fuji Silysia Chemical, Ltd.	07/05/00	05/10/02	27,178.00	27,178.00	14	0	14	14	5	4	5	5
Randolph	Pactiv, Inc.	09/18/00	05/10/02	15,903.00	15,903.00	27	0	27	19	18	5	4	5
	DSM High Performance Fibers	05/21/01	05/24/02	50,168.00	50,168.00	17	0	17	17	17	4	4	4
	Times Fiber Communications	02/12/01	03/31/02	34,624.00	21,141.00	69	166	69	33	166	5	5	5

North Carolina Community College System
New and Expanding Industry Training
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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)
Robeson													
	Paraclete Armor	12/10/01	04/22/02	22,321.00	22,320.00	38	0	38	0		4	4	5
Rowan- Cabarrus	Corning, Inc.	01/02/01	06/14/02	328,414.00	157,618.00	166	0	630	195	628	5	5	5
	Philip Morris USA	04/01/01	06/27/02	74,196.00	74,196.00	245	0	282	224	58	4	4	5
Southeastern													
	Conflandey	09/01/98	10/11/01	87,061.00	44,120.00	58	0	65	44	91	5	5	5
Southwestern													
	Zickgraf	05/01/00	06/22/02	34,741.00	29,046.94	36	33	39	25	42	5	5	5
Vance- Granville													
	Royal Home Fashions, Inc.	11/01/98	11/01/01	120,245.00	94,445.00	435		589	489	209	5	5	5
Wake													
	John Deere Turf Care	08/01/99	06/30/02	312,171.00	247,304.00	134	0	371	271	371	5	5	5

North Carolina Community College System
New and Expanding Industry Training
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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)
Wake cont'd	Bespak, Inc.	07/03/00	05/16/02	11,408.00	11,407.40	71	0	71	4	67	5	5	5
	Mid-South Electronics, Inc.	12/11/00	05/16/02	8,218.00	8,218.00	14	0	12	0	12	5	5	5
Wayne													
	Waukesha Electric Systems	07/01/99	02/28/02	107,038.00	81,875.79	82	0	82	82	82	2	2	3
Wilkes													
	Certain-Teed Corp.	12/01/99	06/21/02	47,032.00	47,032.00	22	44	22	22	44	5	5	4
	Platinum Protective Products	02/09/00	01/01/01	16,326.00	16,326.00	13	0	16	13	3	5	5	5
	Steel Innovations	08/14/00	09/14/01	26,952.00	26,952.00	21	69	17	17	58	4	5	4
	Magnolia Manufacturing Inc.	08/28/00	02/26/02	164,443.00	164,442.00	95	0	95	95	52	5	5	5
	The Gates Rubber Company	03/19/01	06/30/02	49,812.00	49,812.00	48	0	48	36	12	5	5	4
	Precision Fibers	10/01/01	06/21/02	13,298.00	13,298.00	20	0	20	20	10	4	5	4
TOTALS	71			\$5,446,941.00	\$4,597,692.93	9,685	1,057	10,623	6,308	7,438	4.61	4.58	4.49

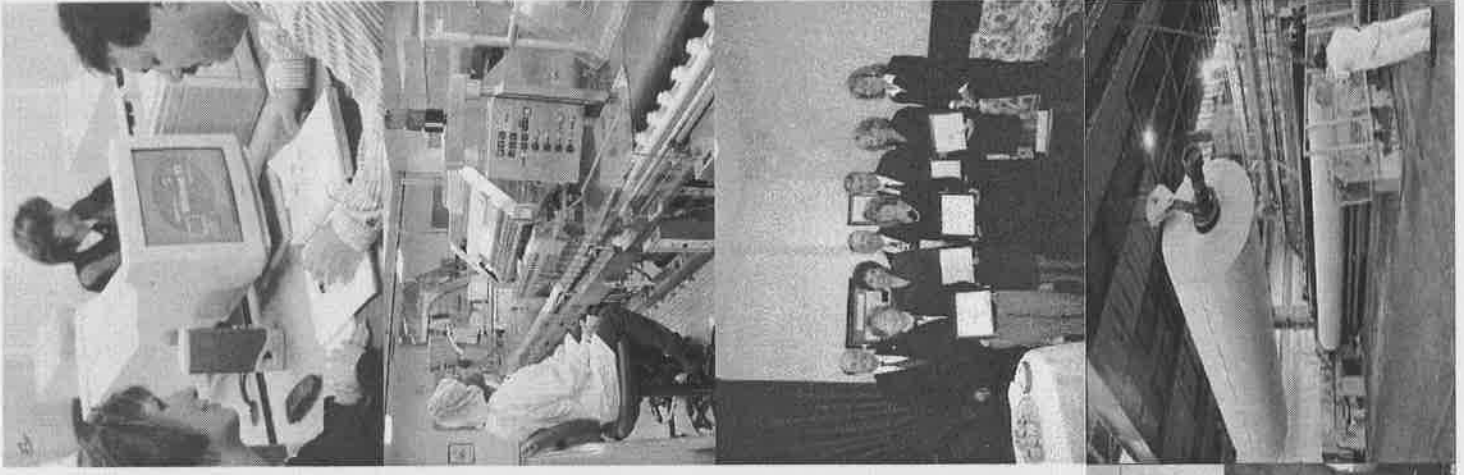


New & Expanding Industry Training

Trends & Statistics

2001-2002

North Carolina Community College
Dr. Larry Keen, Vice President
Economic & Workforce Development
(919) 733-7051



Factors Driving High-Tech Industry Global Location Decisions

Essential Criteria

- 1 Access to a skilled and educated work force
- 2 Proximity to world-class research institutions
- 3 An attractive quality of life
- 4 Access to venture capital

Important Criteria

- 5 Reasonable costs of doing business
- 6 An established technology presence
- 7 Available bandwidth and adequate infrastructure
- 8 Favorable business climate and regulatory climate

Desirable Criteria

- 9 Presence of suppliers and partners
- 10 Availability of community incentives

Source: Deloitte & Touche Fantus, Wall Street Journal, 9/00

2002 Expansion Management Rankings

1) Illinois

2) Kentucky

3) New York

4) Virginia

5) North Carolina/Indiana (tied)

North Carolina is the only State ranked consistently, by Expansion Management Magazine, in the Top 10 every year since 1989.

Thumbnail Comparison to Previous Program Year

Performance Ratings	↑	All Categories
Number of Projects		24%
Number of Expanding Companies	↓	26%
Number of Trainees		39%
Percent of Rural Trainees	↑	5%
Total Expenditures	↓	23%
Expenditure per Trainee	↑	20%
Percent Trained by College	↓	8%
Percent as Company Reimbursement	↓	2%

The Up arrow indicates an increase in percentages relative to program year 2001-2002

The Down arrow indicates a decrease in percentages relative to program year 2001-2002

Amended 9/10/02

Continuous Improvement Summary Evaluation ~ Projects Completed July 1, 2001 thru June 30, 2002

Chart 1

Expectations

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

Average = 4.61 N= 68
2000-2001: Average = 4.56 N= 87

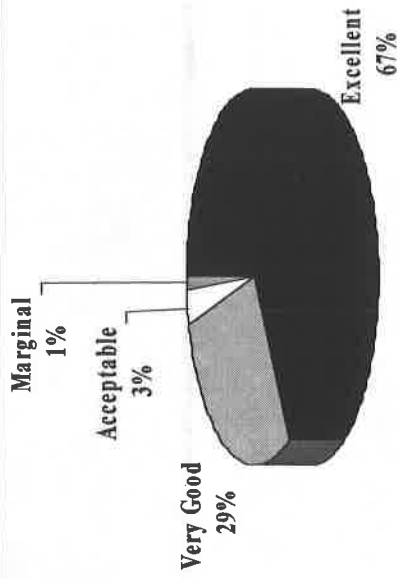


Chart 2

Impact

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

Average = 4.58 N= 68
2000-2001: Average = 4.38 N= 87

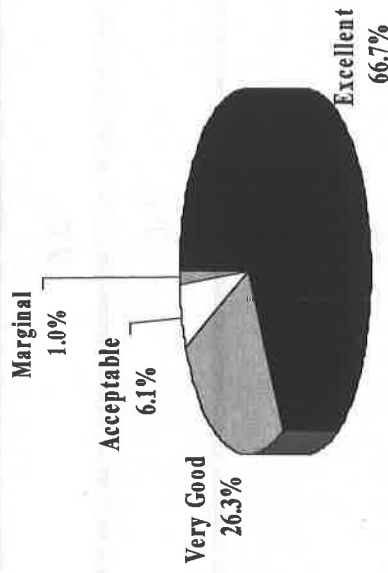
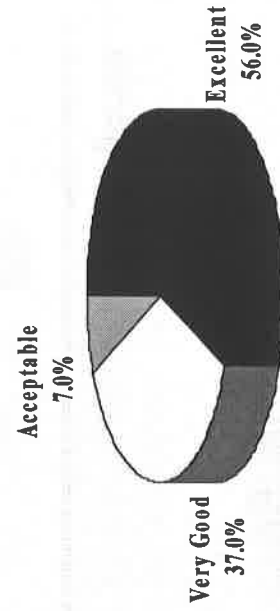


Chart 3

Effectiveness

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

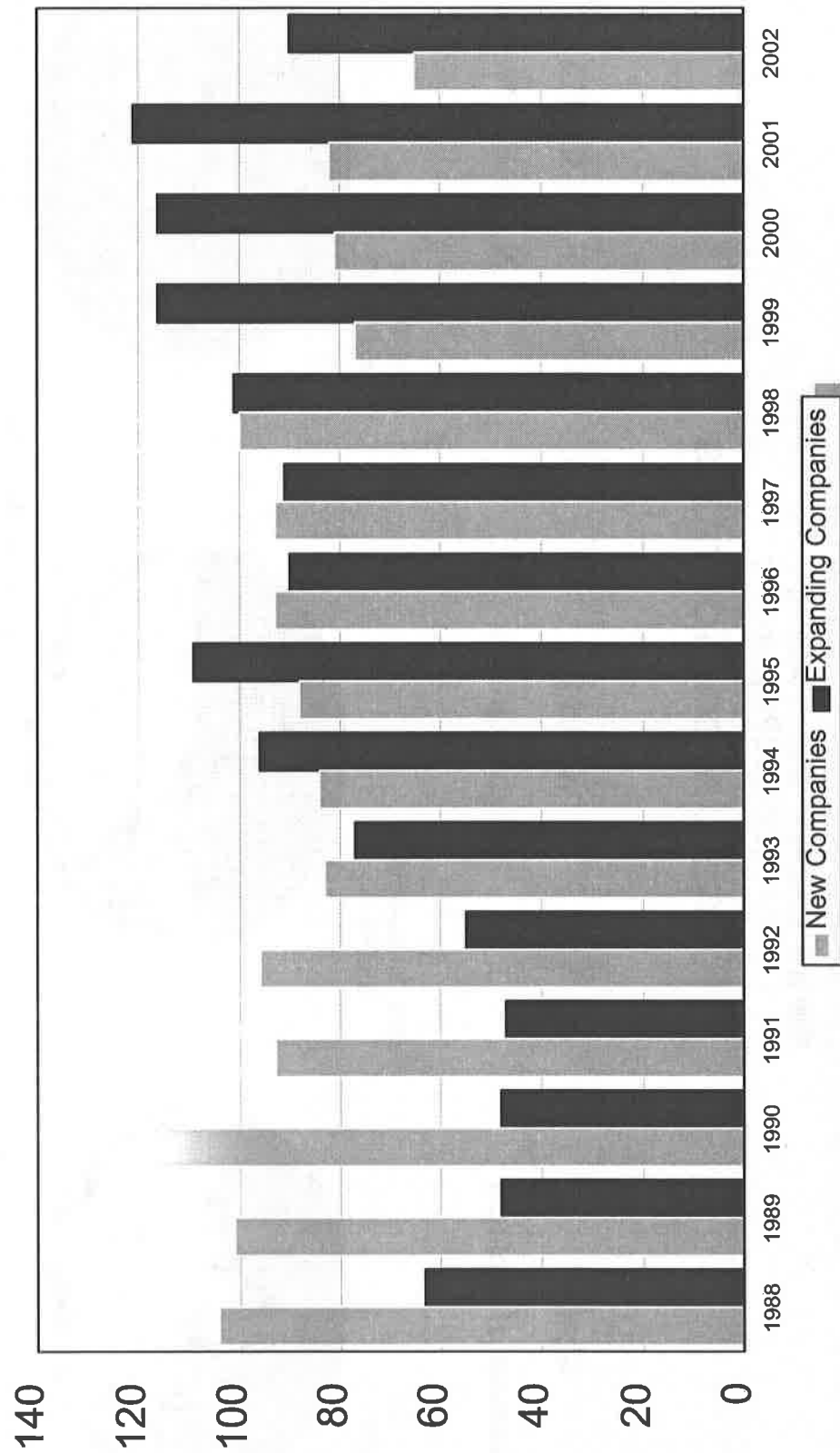
Average = 4.49 N= 68
2000-2001: Average = 4.42 N= 87



Percentages are based on the number of completed summary evaluations (68), rather than the number of completed projects (71).

North Carolina Community College System
 New and Expanding Industry Training (NEIT) Program
 Annual Statistical Data
 1988 through 2002

Number of New and Expanding Companies



North Carolina Community College System
New and Expanding Industry Training (NEIT) Program
2001-2002 Program Year

Rural/Urban Counties

Chart 1

Number of Projects

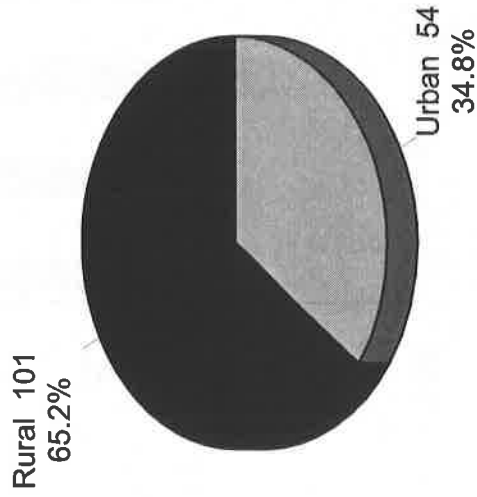


Chart 2

Expenditures

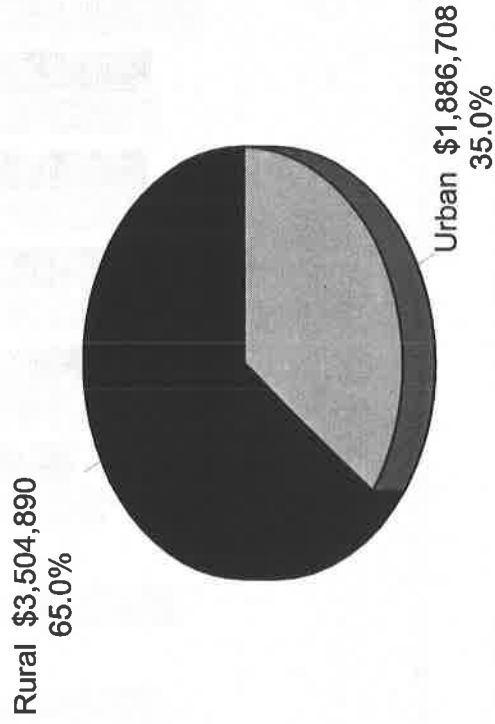
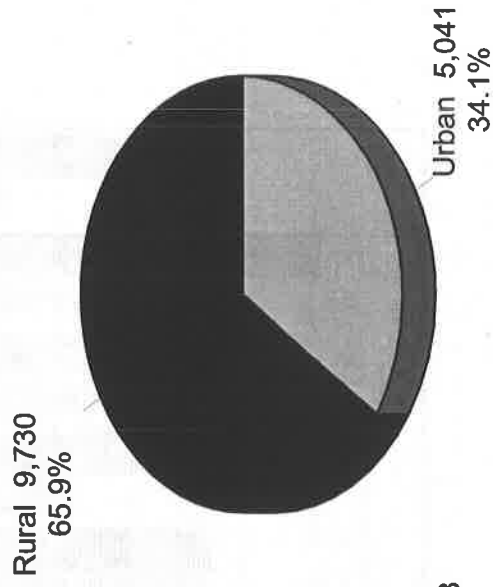


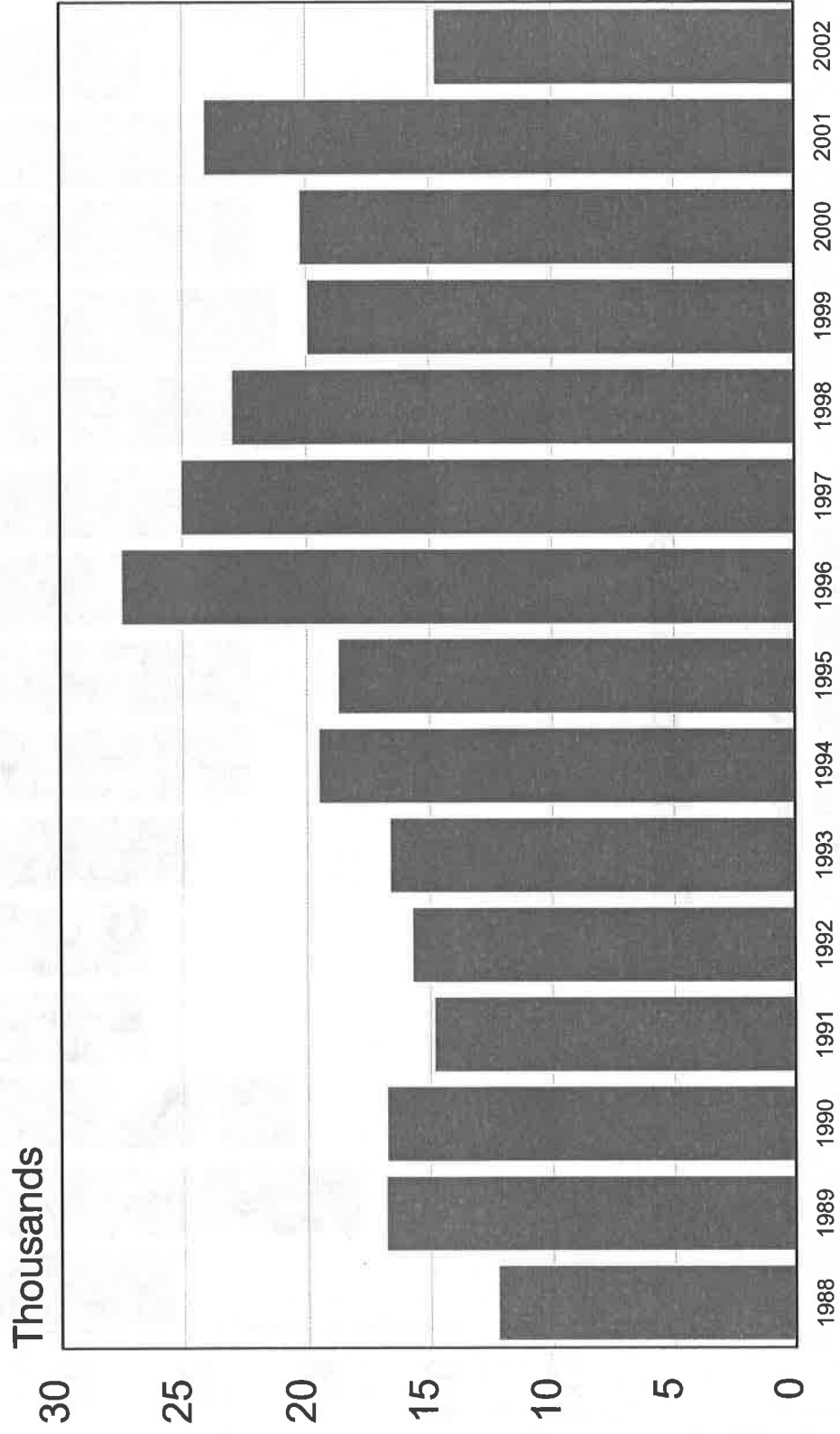
Chart 3

Number of Trainees



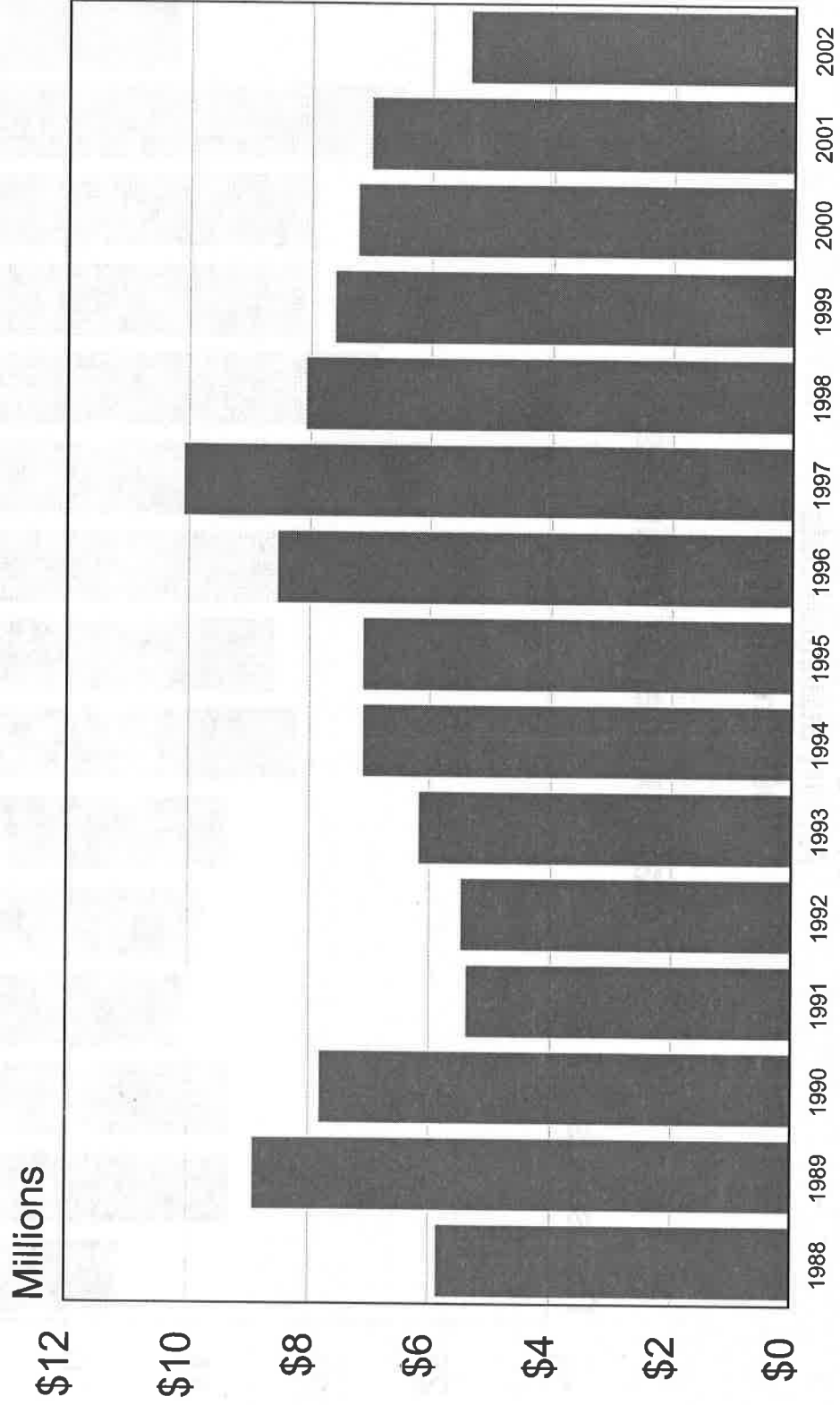
**North Carolina Community College System
New and Expanding Industry Training (NEIT) Program
Annual Statistical Data
1988 through 2002**

Total Number of Trainees



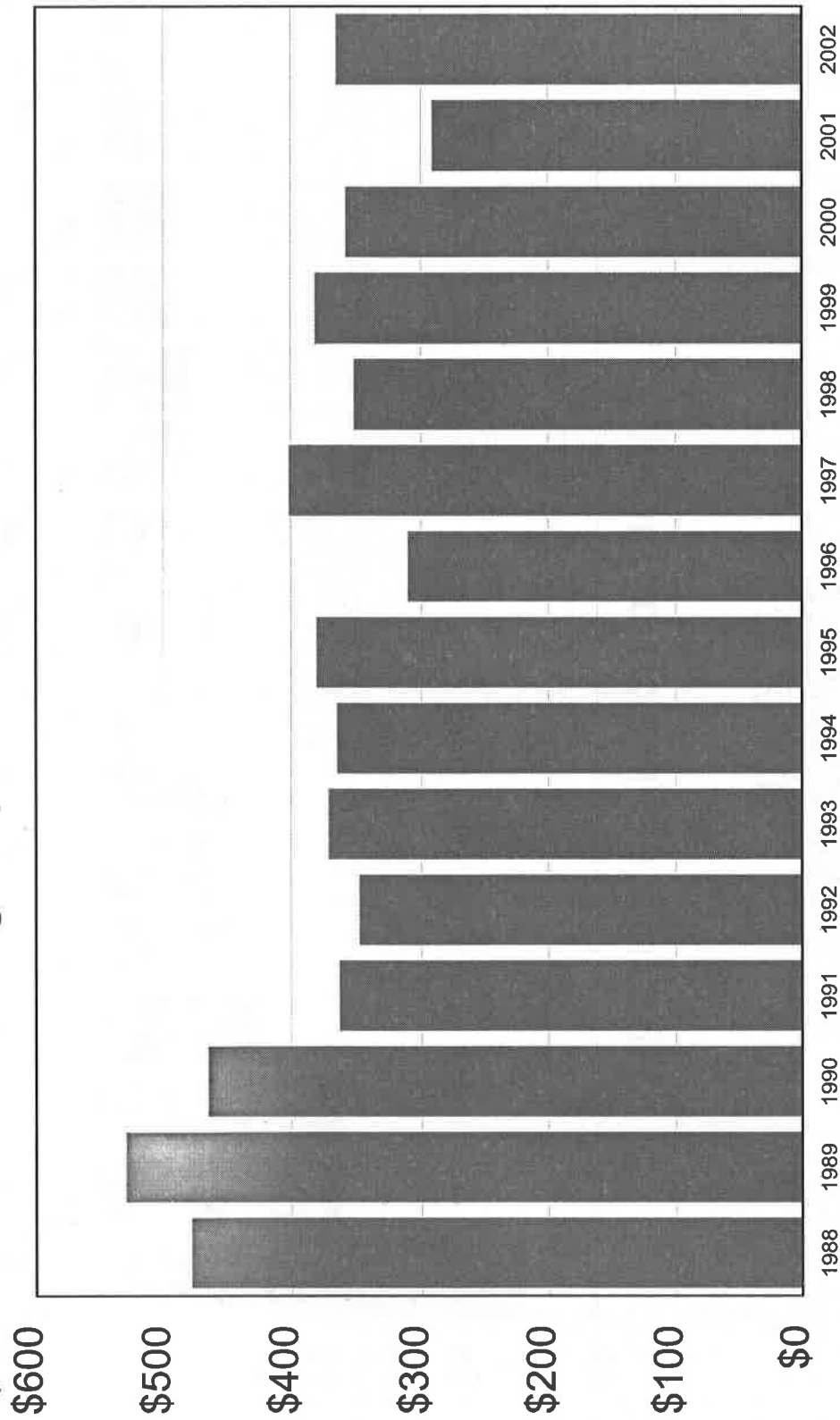
North Carolina Community College System
New and Expanding Industry Training (NEIT) Program
Annual Statistical Data
1988 through 2002

Total Expenditures



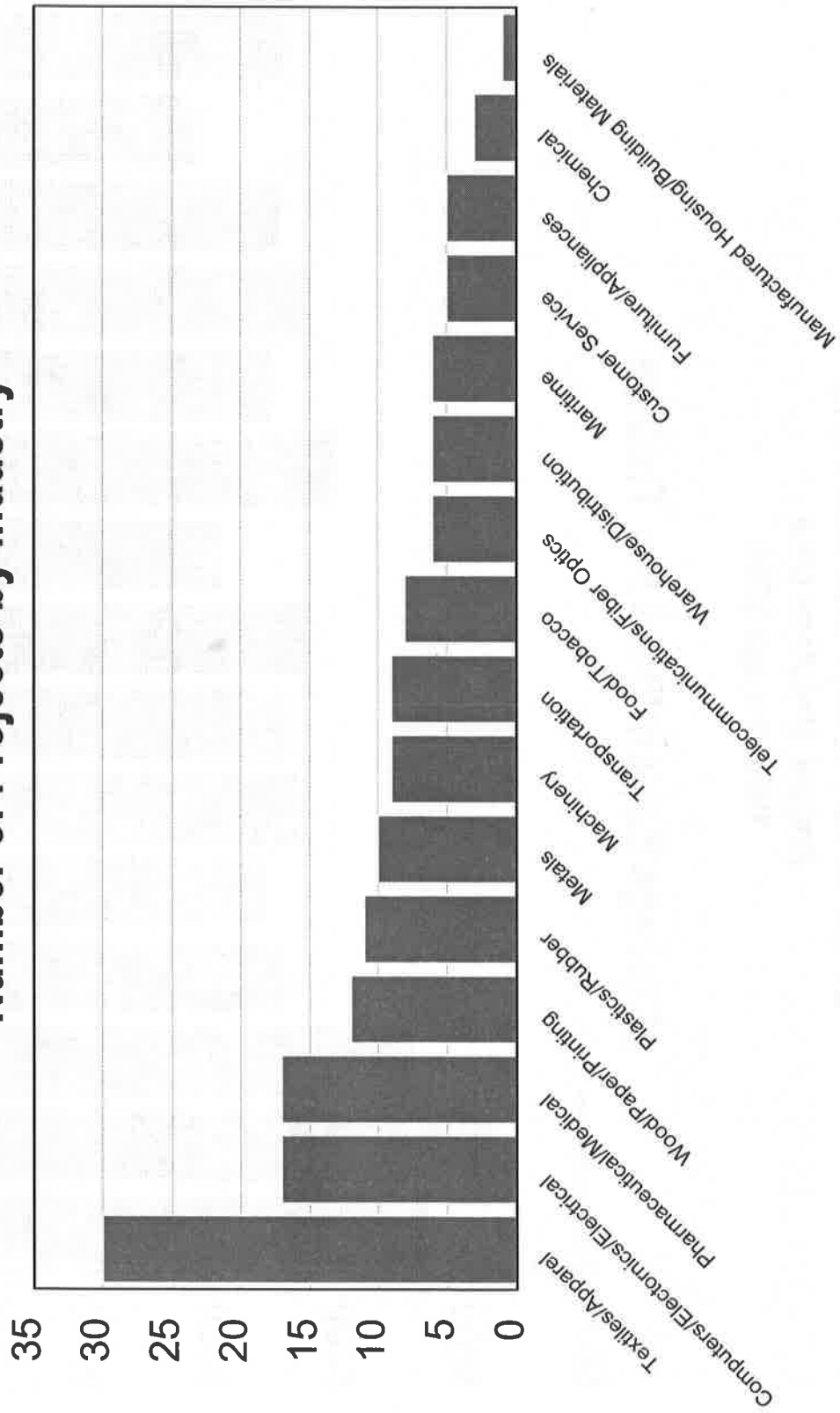
North Carolina Community College System
New and Expanding Industry Training (NEIT) Program
Annual Statistical Data
1988 through 2002

Average Expenditure Per Trainee



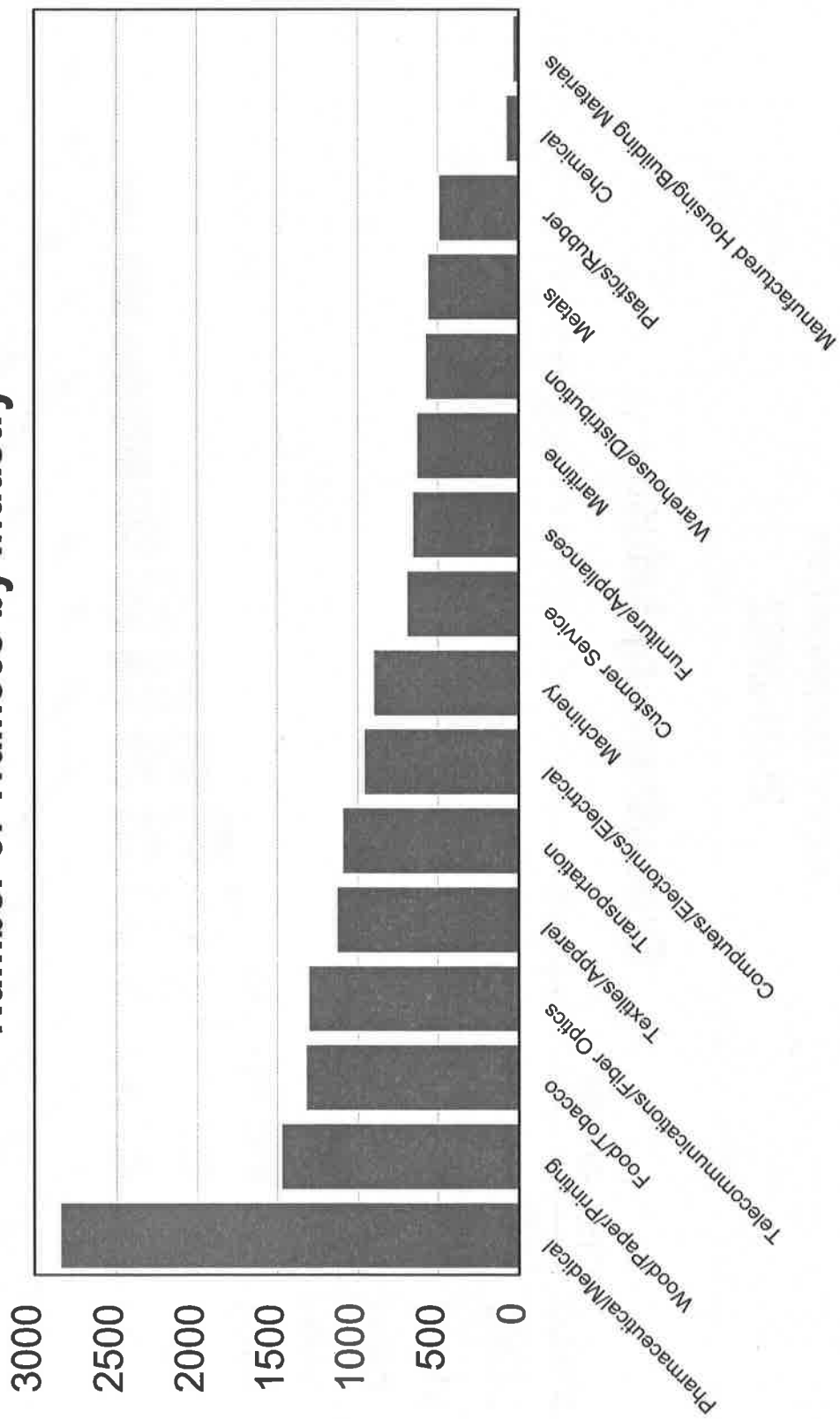
North Carolina Community College System
 New and Expanding Industry Training (NEIT) Program
 Annual Statistical Data
 2001-2002

Number of Projects by Industry



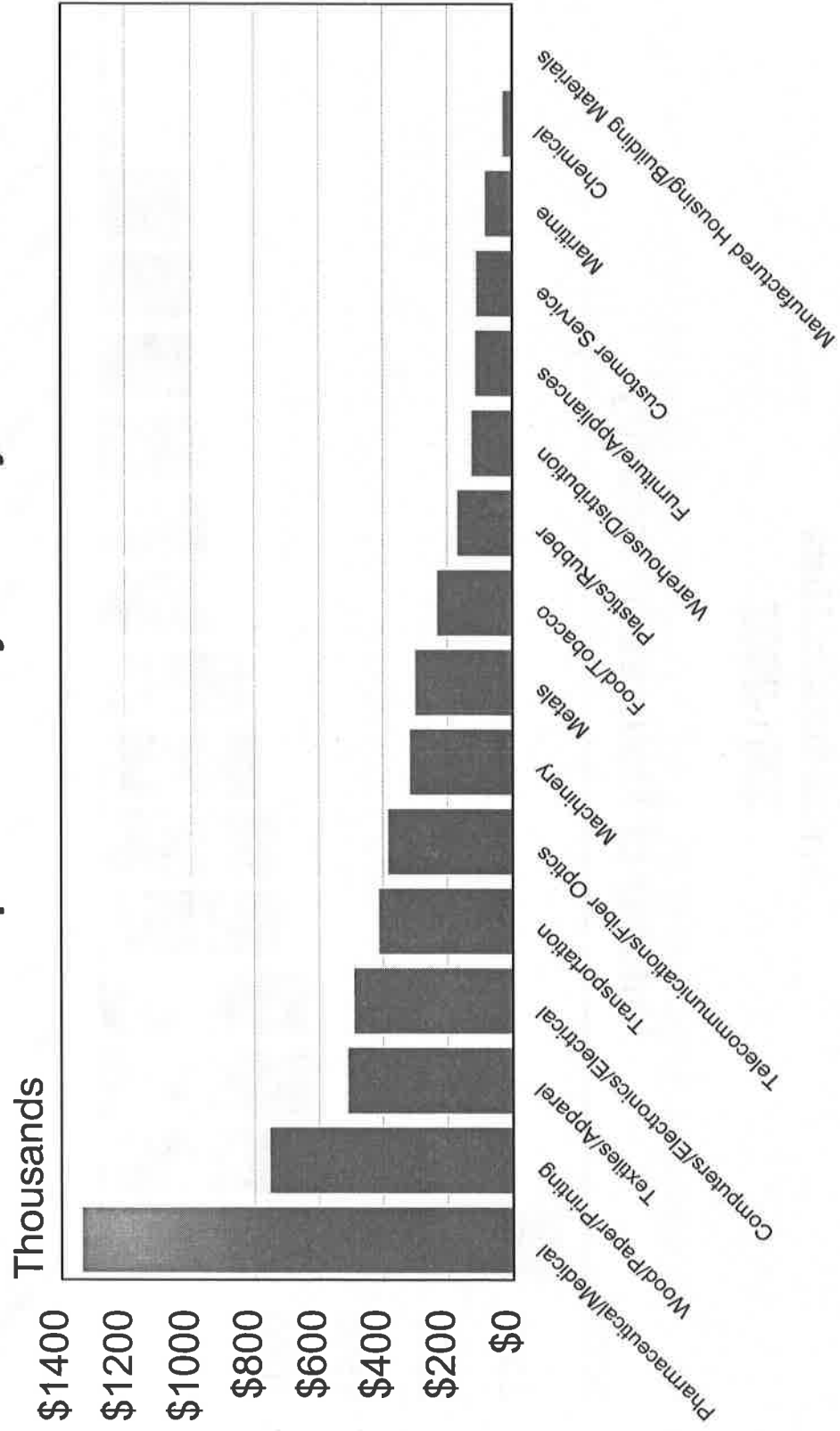
North Carolina Community College System
 New and Expanding Industry Training (NEIT) Program
 Annual Statistical Data
 2001-2002

Number of Trainees by Industry



North Carolina Community College System
 New and Expanding Industry Training (NEIT) Program
 Annual Statistical Data
 2001-2002

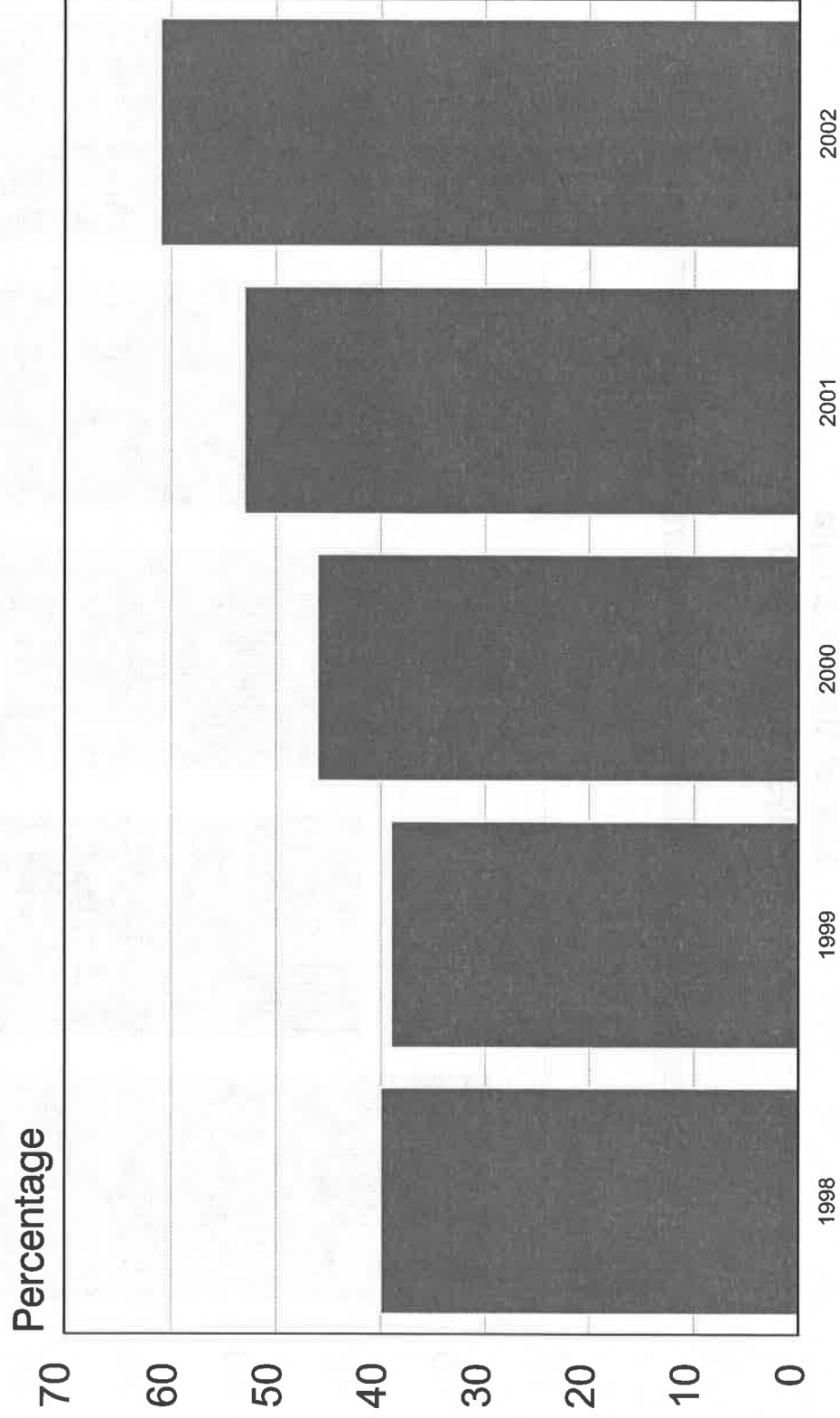
Expenditures by Industry



Amended 9/10/02

North Carolina Community College System
New and Expanding Industry Training (NEIT) Program
Annual Statistical Data
1998 through 2002

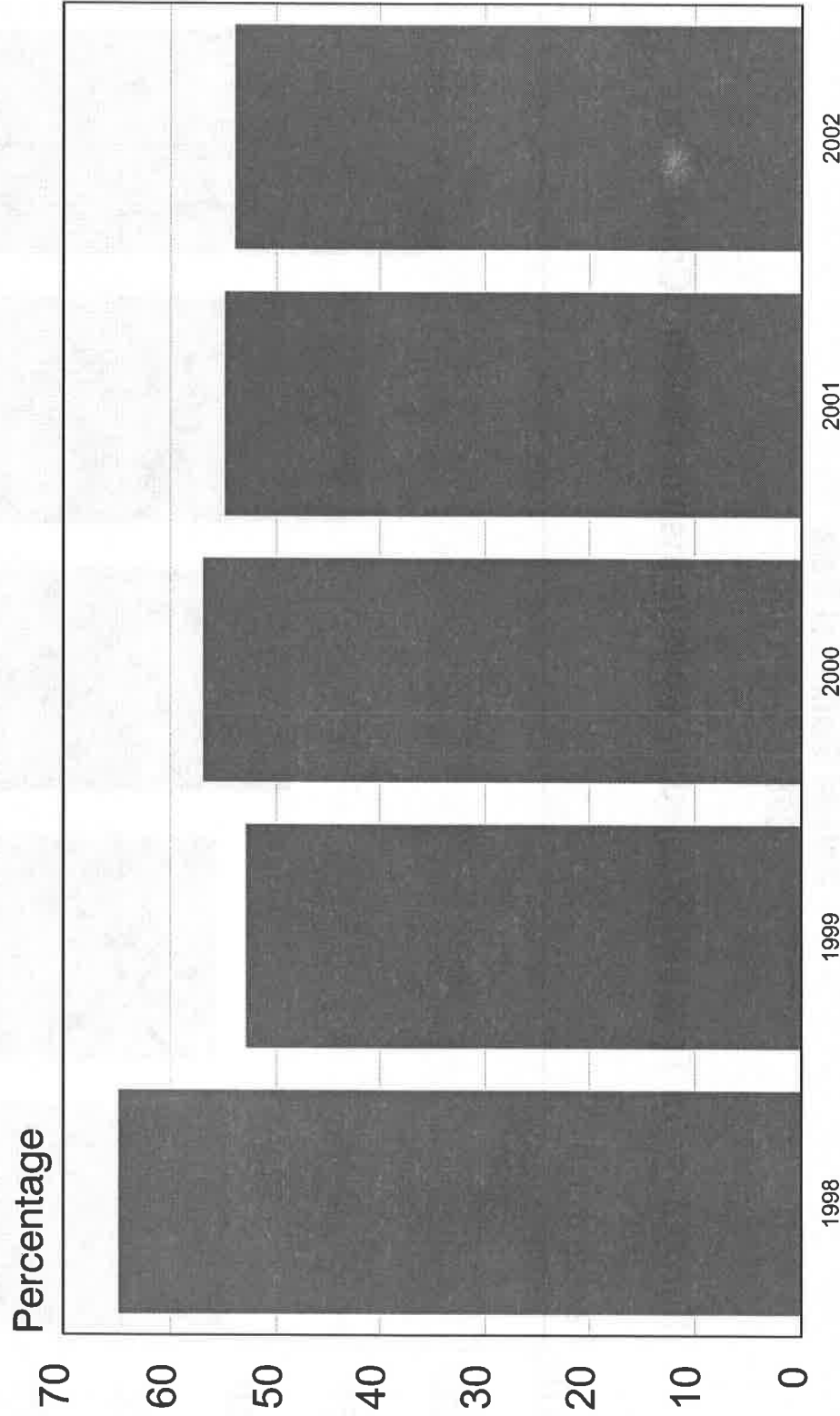
Percentage of Trainees Trained by College Instructors and Contractors



Amended 9/10/02

North Carolina Community College System
New and Expanding Industry Training (NEIT) Program
Annual Statistical Data
1998 through 2002

Percentage of Expenditures as Reimbursement to Companies



Amended 9/10/02

