

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

Submitted to the

JOINT LEGISLATIVE EDUCATION OVERSIGHT COMMITTEE

March 1, 2003



**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:

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

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

This report is submitted as the March 1, 2003 semi-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 percent 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 Forms 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 designee of the President of the North Carolina Community College System and a designee 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 number of employees trained.

NORTH CAROLINA COMMUNITY COLLEGE SYSTEM
NEW AND EXPANDING INDUSTRIES
BUDGET AND EXPENDITURES
REPORTING DATES: JULY 1, 2002 - December 31, 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	2	6,340.00	12	528.33	357.90	12	29.83	6,697.90	12	558.16
ASHEVILLE-BUNCOMBE											
	Eaton Cutler-Hammer	3	6,413.00	112	57.26	58,989.29	155	380.58	65,402.29	155	421.95
	LeSport Sac (1)	1	0.00	0	0.00	569.99	0	N/A	569.99	0	N/A
	Milis Manufacturing	2	468.00	47	9.96	22,476.06	47	478.21	22,944.06	47	488.17
	NYPRO Asheville	2	2,994.50	100	29.95	10,243.27	100	102.43	13,237.77	100	132.38
	Pechiney Plastic Packaging	2	0.00	0	0.00	10,852.93	39	278.28	10,852.93	39	278.28
	Plasti-Form (22)	3	0.00	0	0.00	3,627.95	8	453.49	3,627.95	8	453.49
	Kendro (Revco Technologies)	3	0.00	0	0.00	31,530.60	50	630.61	31,530.60	50	630.61
	Shorewood Packaging (2)	1	0.00	0	0.00	7,031.63	0	N/A	7,031.63	0	N/A
	Tyco Control Products	1	0.00	0	0.00	43,587.50	44	990.63	43,587.50	44	990.63
	Weich-Allyn (3)	2	0.00	0	0.00	96.89	0	N/A	96.89	0	N/A
BEAUFORT											
	Impressions Marketing Group (4)	3	0.00	0	0.00	2,125.80	1	2,125.80	2,125.80	1	2,125.80
BLADEN											
	Bladen Industries, Inc.	2	150.00	2	75.00	634.68	16	39.67	784.68	16	49.04
	Greif Bros. Corporation	2	910.00	28	32.50	4,688.50	7	669.79	5,598.50	34	164.66
	Squires Hardwoods, Inc.	2	1,600.00	15	106.67	0.00	0	0.00	1,600.00	15	106.67

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BLUE RIDGE											
	Borg Warner	2	0.00	0	0.00	7,110.00	28	253.93	7,110.00	28	253.93
	Rallatec, Inc.	3	31,867.60	161	197.94	29,934.11	165	181.42	61,801.71	165	374.56
	Shorewood Packaging	1	0.00	0	0.00	73.80	100	0.74	73.80	100	0.74
CALDWELL											
	Cytosol Ophthalmics (22)	2	0.00	0	0.00	193.77	6	32.30	193.77	6	32.30
CATAWBA VALLEY											
	Gulf State Paper Corp. (Claremont) (22)	1	0.00	0	0.00	1,280.71	5	256.14	1,280.71	5	256.14
	Gulf State Paper Corp. (Conover) (22)	1	4,824.00	6	804.00	0.00	0	0.00	4,824.00	6	804.00
CENTRAL CAROLINA											
	Caterpillar, Inc.	2	0.00	0	0.00	3,414.54	20	170.73	3,414.54	20	170.73
	Salden Technologies	2	0.00	0	0.00	2,008.50	13	154.50	2,008.50	13	154.50
	Wyeth-Lederle Vaccines (5)	3	0.00	0	0.00	100,702.44	39	2,582.11	100,702.44	39	2,582.11
	3M (6)	2	3,763.00	32	117.59	3,378.30	0	N/A	7,141.30	32	223.17
CENTRAL PIEDMONT											
	Ferguson Box (22)	1	0.00	0	0.00	377.77	10	37.78	377.77	10	37.78
	Next Day Gourmet	2	0.00	0	0.00	1,496.25	32	46.76	1,496.25	32	46.76
	Siemens Westinghouse Power Corp	3	0.00	0	0.00	4,331.90	46	94.17	4,331.90	46	94.17
	Textron	2	0.00	0	0.00	7,123.92	41	173.75	7,123.92	41	173.75

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	TIAA CREF	2	0.00	0	0.00	4,394.63	24	183.11	4,394.63	24	183.11
	Veris Inc. (7)	1	8,550.00	27	316.67	427.53	0	N/A	8,977.53	27	332.50
CLEVELAND											
	E-Flex Corporation	1	0.00	0	0.00	43,300.00	44	984.09	43,300.00	44	984.09
	Encompass Services Corp. (22)	2	0.00	0	0.00	5,701.85	8	712.73	5,701.85	8	712.73
	H. L. Blachford, Ltd.	1	0.00	0	0.00	7,553.36	69	109.47	7,553.36	69	109.47
	Sara Lee Intimate Apparel	2	15,300.00	162	94.44	5,589.92	29	192.76	20,889.92	191	109.37
	Tube Enterprises	3	0.00	0	0.00	4,258.17	35	121.66	4,258.17	35	121.66
	Wal-Mart Distribution Center (8)	1	249,014.54	842	295.74	8,623.41	0	N/A	257,637.95	842	305.98
CRAVEN											
	BSH Home Appliances	1	0.00	0	0.00	34,253.75	27	1,268.66	34,253.75	27	1,268.66
DURHAM											
	AW North Carolina	1	0.00	0	0.00	11,138.20	40	278.46	11,138.20	40	278.46
	Cree Research Inc.	3	0.00	0	0.00	16,942.42	119	142.37	16,942.42	119	142.37
	Eisai Pharmatechnology Inc.	2	0.00	0	0.00	1,049.67	16	65.60	1,049.67	16	65.60
EDGEcombe											
	QVC (9)	3	6,886.60	66	104.34	24,256.82	0	N/A	31,143.42	66	471.87
GASTON											
	Buckeye Technologies, Inc.	3	7,450.91	80	93.14	2,505.73	9	278.41	9,956.64	80	124.46

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	Cataler North America Corp	1	12,720.00	12	1,060.00	12,752.02	43	296.56	25,472.02	43	592.37
	Dana Corporation (10)	1	0.00	0	0.00	11,238.02	0	N/A	11,238.02	0	N/A
GUILFORD											
	RF Micro Devices (11)	3	74,145.06	72	1,029.79	3,707.25	0	N/A	77,852.31	72	1,081.28
	Thomas Built Buses, Inc. (12)	2	67,185.30	84	799.83	4,348.48	0	N/A	71,533.78	84	851.59
	Thomas Dennis Co. LLC	1	0.00	0	0.00	4,844.58	17	284.98	4,844.58	17	284.98
HALIFAX											
	Lowes Companies, Inc.	2	20,668.28	166	124.51	31,640.95	144	219.73	52,309.23	281	186.15
	Reser's Fine Foods, Inc.	2	1,575.00	10	157.50	678.00	13	52.15	2,253.00	23	97.96
HAYWOOD											
	Associated Packaging	1	0.00	0	0.00	32,534.60	16	2,033.41	32,534.60	16	2,033.41
ISOTHERMAL											
	Arvin Meritor (13)	2	14,416.00	36	400.44	7.20	0	N/A	14,423.20	36	400.64
	Broyhill Furniture Industries	3	13,104.00	18	728.00	914.00	39	23.44	14,018.00	57	245.93
	Parkdale Mills	1	9,600.00	156	61.54	0.00	0	0.00	9,600.00	156	61.54
JOHNSTON											
	Bayer Pharmaceutical Div	3	0.00	0	0.00	11,580.17	34	340.59	11,580.17	34	340.59
	Novo Nordisk Pharmaceutical Indus (14)	3	0.00	0	0.00	847.74	0	N/A	847.74	0	N/A
	Novo Nordisk Pharmaceutical Industries	1	0.00	0	0.00	9,279.06	29	319.97	9,279.06	29	319.97

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LENOIR											
	MasterBrand Cabinets, Incorporation	3	1,735.75	89	19.50	7,781.86	4	1,945.47	9,517.61	93	102.34
MARTIN											
	Ann's House of Nuts, Inc.(15)	1	0.00	0	0.00	1,827.00	0	N/A	1,827.00	0	N/A
	McMurray Fabrics, Inc.	2	14,906.25	22	677.56	0.00	0	0.00	14,906.25	22	677.56
	Penco Products Corporation	3	0.00	0	0.00	54,730.44	71	770.85	54,730.44	71	770.85
	Premium Food Group (16)	2	0.00	0	0.00	72.00	0	N/A	72.00	0	N/A
MAYLAND											
	Bombardier	2	20,227.00	35	577.91	5,625.00	50	112.50	25,852.00	50	517.04
MCDOWELL											
	Baxter Health Care Systems	2	0.00	0	0.00	19,235.60	42	457.99	19,235.60	42	457.99
	Crane Resistoflex	1	0.00	0	0.00	23,718.44	41	578.50	23,718.44	41	578.50
MITCHELL											
	Balance Systems, Inc	1	0.00	0	0.00	978.92	14	69.92	978.92	14	69.92
MONTGOMERY											
	Homaniit USA, Incorporation	3	0.00	0	0.00	1,356.00	53	25.58	1,356.00	53	25.58

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PIEDMONT											
	Vector Tobacco (USA) Ltd.(22)	2	0.00	0	0.00	5,502.82	6	917.14	5,502.82	6	917.14
PITT											
	Caldwell Design, LLC	2	16,488.50	31	531.89	0.00	0	0.00	16,488.50	31	531.89
RANDOLPH											
	Goodyear Ashboro Wire Plant (17)	1	3,168.85	12	263.90	535.30	0	N/A	3,702.15	12	308.51
RICHMOND											
	FCC (North Carolina), Inc.	3	6,560.00	31	211.61	2,101.48	6	350.25	8,661.48	37	234.09
ROCKINGHAM											
	Natural Care Labs, Inc.	1	0.00	0	0.00	4,131.00	66	62.59	4,131.00	66	62.59
ROWAN-CABARRUS											
	Meridian Automotive Systems	3	0.00	0	0.00	18,302.00	84	217.88	18,302.00	84	217.88
SAMPSON											
	Squires Hardwoods, Kennedy	2	0.00	0	0.00	11,184.00	17	657.88	11,184.00	17	657.88
SOUTHEASTERN											
	InterKord SA (18)	3	0.00	0	0.00	349.17	0	N/A	349.17	0	N/A

NORTH CAROLINA COMMUNITY COLLEGE SYSTEM
NEW AND EXPANDING INDUSTRIES
BUDGET AND EXPENDITURES
REPORTING DATES: JULY 1, 2002 - December 31, 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)
SOUTHWESTERN											
	Arnie's Naturally Bakery (22)	1	0.00	0	0.00	644.34	4	161.09	644.34	4	161.09
	Consolidated Metco	1	0.00	0	0.00	480.97	18	26.72	480.97	18	26.72
STANLY											
	CTX	2	0.00	0	0.00	5,461.61	49	111.46	5,461.61	49	111.46
	Tuscarara Yarns, Inc.	2	0.00	0	0.00	13,600.00	28	485.71	13,600.00	28	485.71
TRI-COUNTY											
	Bombardier	2	0.00	0	0.00	8,160.00	57	143.16	8,160.00	57	143.16
	Sioux Tools	3	77,347.35	78	991.63	22,867.21	216	105.67	100,214.56	220	455.52
	Western Forge (22)	3	0.00	0	0.00	204.60	6	34.10	204.60	6	34.10
VANCE-GRANVILLE											
	Revlon	3	0.00	0	0.00	27,399.72	132	207.57	27,399.72	132	207.57
	The IAMS Company	3	0.00	0	0.00	4,278.20	98	43.66	4,278.20	98	43.66
	Wal-Mart Stores East, LP	2	27,834.00	127	219.17	1,612.66	74	21.79	29,446.66	140	210.33
WAKE											
	Biogen	3	0.00	0	0.00	17,698.62	44	402.24	17,698.62	44	402.24
	Catalyst Manufacturing Services	1	0.00	0	0.00	25,237.23	26	970.66	25,237.23	26	970.66
	John Deere Turf Care	2	7,420.00	98	75.71	28,587.49	264	108.29	36,007.49	285	126.34
	John Deere Worldwide C & CE Head (22)	2	0.00	0	0.00	650.08	7	92.87	650.08	7	92.87
	Nomacorc LLC	2	0.00	0	0.00	18,749.32	72	260.41	18,749.32	72	260.41

**NORTH CAROLINA COMMUNITY COLLEGE SYSTEM
NEW AND EXPANDING INDUSTRY
BUDGET AND EXPENDITURES
REPORTING DATES: JULY 1, 2002 - December 31, 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)
WAYNE											
	Impulse NC, Inc. (19)	2	23,958.12	32	748.69	400.00	0	N/A	24,358.12	32	761.19
WESTERN PIEDMONT											
	BSN-JOBST	2	63,873.60	53	1,205.16	0.00	0	0.00	63,873.60	53	1,205.16
	DeF-aet (20)	1	0.00	0	0.00	538.25	0	N/A	538.25	0	N/A
	Viscotec	1	0.00	0	0.00	827.27	33	25.07	827.27	33	25.07
WILKES											
	Brew Bikes LLC	1	19,110.90	18	1,061.72	6,013.10	24	250.55	25,124.00	24	1,046.83
	Interflex Group-Carolina Div (22)	2	4,800.00	6	800.00	360.00	6	60.00	5,160.00	6	860.00
	Wilkes Glove, LLC (21)	2	0.00	0	0.00	1,666.65	0	N/A	1,666.65	0	N/A
WILSON											
	Purdue Pharmaceuticals, Incorporation	3	0.00	0	0.00	4,800.00	45	106.67	4,800.00	45	106.67
TOTALS			\$847,374.11	2,878	\$294.43	\$1,000,274.88	3,396	\$294.55	\$1,847,648.99	5,518	\$334.84

PROGRAM RELATED EXPENDITURES

Media Development Office

Central Piedmont Community College \$162,191.90

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. Fifteen company employee orientation and production process videos have been completed the first six months of FY 2002-2003. Several large projects are underway and will be completed by June 30, 2003.

Equipment Warehouse

Forsyth Technical Community College \$9,277.49

As a cost-saving efficiency measure, the "Equipment Warehouse" has been closed. All colleges were given an opportunity to view and select items they wished to have transferred to their college inventory. The few remaining items were transferred to State Surplus Property for disposition as required by law. The warehouse was officially closed on December 26, 2002.

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 provided 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 Community College
LeSport Sac**

The expenditures shown are for pre-hire course development time by an ABTCC instructor.

- 2. Asheville-Buncombe Technical Community College
Shorewood Packaging**

This expenditure is for the development of three training manuals.

- 3. Asheville-Buncombe Technical Community College
Welch-Allyn**

The \$96.89 was reimbursement for ABTCC Instructor travel that occurred late in the prior fiscal year that was reimbursed in July 2002.

**4. Beaufort Community College
Impressions Marketing Group**

One person was sent to Chicago for train-the-trainer on CNC Routing Machines who subsequently will provide the training for new staff hired in the facility.

**5. Central Carolina Community College
Wyeth-Lederle Vaccines**

As of this report, the average cost per trainee exceeds \$2,500. It is anticipated that by project completion, the average cost per trainee will be \$2,500 or less.

**6. Central Carolina Community College
3 M**

The expenditures were for training materials that will be used in training during the second half of the fiscal year.

**7. Central Piedmont Community College
Vertis Incorporation**

The \$427.53 shown as a college expenditure reflects a 5% administrative allowance earned by CPCC for training completed July 1 - December 31, 2002.

**8. Cleveland Community College
Wal-Mart Distribution Center**

A project coordinator was approved and hired as a part-time employee of Cleveland Community College. This expenditure also includes administrative allowance.

9. Edgecombe Community College

QVC

The project coordinator provides scheduling, registration and contributes assistance in facilitation and training services as a certified fork-lift trainer and will be utilized as a Kepner-Tregoe trainer at QVC.

**10. Gaston Community College
Dana Corporation**

These funds were used for the purchase of Key Train software and course development for training to be delivered in February, 2003.

**11. Guilford Community College
RF Micro Devices**

The \$3,707.25 funds expended were for administrative allowance.

**12. Guilford Community College
Thomas Built Buses, Incorporated**

The funds expended were for the administrative allowance, for training supplies (texts) and materials reproductions.

**13. Isothermal Community College
Arvin Meritor**

The \$7.20 expenditure was for college instructor travel to determine training needs and develop college training.

**14. Johnston Community College
Novo Nordisk Pharmaceutical Industries**

The \$847.74 expenditure was used by the college to employ an individual to assist Novo Nordisk with implementation of the new hire training program.

**15. Martin Community College
Ann's House of Nuts, Incorporated**

College expenditures were for training materials that will be used in the second half of the fiscal year.

**16. Martin Community College
Premium Food Group**

The expenditures were for training provided in June 2002 that were invoiced and paid in July 2002.

**17. Randolph Community College
Goodyear Asheboro Wire Plant**

The funds expended were for the administrative allowance.

**18. Southeastern Community College
InterKord SA**

Training was completed in June 2002 and the instructor was paid in July 2002. Since training was completed during the previous fiscal year, the number of trainees was reported in the fiscal year in which the training occurred.

**19. Wayne Community College
Impulse NC, Incorporated**

The \$400 expenditure was to purchase materials (safety video) used for training.

**20. Western Piedmont Community College
DeFeet**

The funds were used to employ a part-time college instructor to develop a training manual.

**21. Wilkes Community College
Wilkes Glove, LLC**

Provided needs assessment for safety training and needs assessment for computer controlled machines.

22. Projects reporting fewer than 12 trainees for the report 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).

SBCC
02/20/03

