

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

Submitted to the

JOINT LEGISLATIVE EDUCATION OVERSIGHT COMMITTEE

October 1, 2003



**North Carolina Community College System
200 West Jones Street
Raleigh, North Carolina 27603
(919) 733-7051**

H. Martin Lancaster, President

The first part of the paper discusses the importance of the study of the history of the English language. It is argued that the study of the history of the English language is not only a matter of academic interest, but also a matter of practical importance. The study of the history of the English language can help us to understand the development of the English language and to see how it has changed over time. It can also help us to understand the relationship between the English language and other languages, and to see how the English language has been influenced by other languages. The study of the history of the English language can also help us to understand the development of the English language in different parts of the world, and to see how it has been influenced by the culture and society of those parts of the world.

The second part of the paper discusses the importance of the study of the history of the English language in the context of the study of the English language in general. It is argued that the study of the history of the English language is an essential part of the study of the English language, and that it is not possible to study the English language without studying its history. The study of the history of the English language can help us to understand the development of the English language and to see how it has changed over time. It can also help us to understand the relationship between the English language and other languages, and to see how the English language has been influenced by other languages. The study of the history of the English language can also help us to understand the development of the English language in different parts of the world, and to see how it has been influenced by the culture and society of those parts of the world.

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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, 2003 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	Total Expenditures	Total amount of NEIT funds expended to support a specific NEIT 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 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 - JUNE 30, 2003**

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	12,700.00	3	4,233.33	1,090.03	23	47.39	13,790.03	23	599.57
ASHEVILLE- BUNCOMBE											
	American Datamed Bulfinch Technologies (1)	1	5,670.00	19	298.42	35,121.59	19	1,848.50	40,791.59	19	2,146.93
		1	0.00	0	0.00	34,907.88	13	2,685.22	34,907.88	13	2,685.22
	Eaton Cutler-Hammer	3	6,413.00	210	30.54	95,351.36	170	560.89	101,764.36	350	290.76
	LeSport Sac (2)	1	5,300.00	20	265.00	862.38	0	NA	6,162.38	20	308.12
	Mills Manufacturing	2	468.00	47	9.96	23,622.83	47	502.61	24,090.83	47	512.57
	NYPRO Asheville	2	2,994.50	100	29.95	19,105.95	100	191.06	22,100.45	100	221.00
	Pechiney Plastic Packaging	2	0.00	0	0.00	33,436.73	39	857.35	33,436.73	39	857.35
	Plasti-Form (27)	3	0.00	0	0.00	5,383.30	8	672.91	5,383.30	8	672.91
	Keniro (Revco Technologies)	3	0.00	0	0.00	46,042.33	50	920.85	46,042.33	50	920.85
	Shorewood Packaging	1	0.00	0	0.00	26,157.74	28	934.21	26,157.74	28	934.21
	Tyco Control Products	1	0.00	0	0.00	66,135.31	50	1,322.71	66,135.31	50	1,322.71
	Welch-Allyn (3) (27)	2	0.00	0	0.00	96.89	0	NA	96.89	0	N/A
BEAUFORT											
	Flanders Filters Corp (27) Impressions Marketing Group (4) (27)	2	0.00	0	0.00	1,600.00	6	266.67	1,600.00	6	266.67
		3	0.00	0	0.00	2,125.80	1	2,125.80	2,125.80	1	2,125.80
BLADEN											
	Bladen Industries, Inc. (5)	2	525.00	0	N/A	8,123.54	23	353.20	8,648.54	23	376.02
	Greif Bros. Corporation	2	160.00	56	2.86	763.50	7	109.07	923.50	61	15.14
	Squires Hardwoods, Inc.	2	1,600.00	17	94.12	0.00	0	0.00	1,600.00	17	94.12

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BLUE RIDGE											
	Borg Warner	2	13,382.40	46	290.92	14,303.30	33	433.43	27,685.70	46	601.86
	Rafiatec, Inc.	3	45,384.66	164	276.74	80,246.96	168	477.66	125,631.62	168	747.81
	Shorewood Packaging	1	5,018.22	35	143.38	7,418.90	24	309.12	12,437.12	35	355.35
BRUNSWICK											
	Rampage Sportfishing Yachts	2	0.00	0	0.00	484.43	23	21.06	484.43	23	21.06
CALDWELL											
	Cytosol Ophthalmics (27)	2	0.00	0	0.00	193.77	6	32.30	193.77	6	32.30
CATAWBA VALLEY											
	Foamex International Inc. (27)	1	0.00	0	0.00	900.00	6	150.00	900.00	6	150.00
	Gulf State Paper Corp. (Claremont)	1	9,120.00	12	760.00	9,670.87	24	402.95	18,790.87	34	552.67
	Gulf State Paper Corp. (Conover)	1	13,680.00	22	621.82	1,646.72	20	82.34	15,326.72	42	364.92
CENTRAL CAROLINA											
	Caterpillar, Inc. Meikle EMS Automation (27)	2	0.00	0	0.00	3,892.37	30	129.75	3,892.37	30	129.75
	Moen Incorporated	1	0.00	0	0.00	2,196.09	10	219.61	2,196.09	10	219.61
	Saiden Technologies	2	735.50	17	43.26	3,348.94	23	145.61	4,084.44	28	145.87
	Wyeth-Lederle Vaccines	2	0.00	0	0.00	2,008.50	13	154.50	2,008.50	13	154.50
	3M (6)	3	0.00	0	0.00	186,364.74	101	1,845.20	186,364.74	101	1,845.20
		2	3,763.00	28	134.39	3,378.30	0	N/A	7,141.30	28	255.05

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CENTRAL PIEDMONT											
	Boston Gear Corporation	1	16,470.00	24	686.25	7,576.05	74	102.38	24,046.05	74	324.95
	Ferguson Box (27)	1	0.00	0	0.00	2,975.28	10	297.53	2,975.28	10	297.53
	Next Day Gourmet Siemens Westinghouse Power Corp.	2	0.00	0	0.00	6,155.11	65	94.69	6,155.11	65	94.69
		3	0.00	0	0.00	4,331.81	46	94.17	4,331.81	46	94.17
	Textron	2	0.00	0	0.00	6,925.95	41	168.93	6,925.95	41	168.93
	TIAA CREF	2	12,720.00	48	265.00	11,430.12	38	300.79	24,150.12	48	503.13
	Trammell Crow Company (7)	1	6,335.00	33	191.97	316.75	0	N/A	6,651.75	33	201.57
	Vertis Inc.	1	8,550.03	27	316.67	3,600.27	24	150.01	12,150.30	51	238.24
CLEVELAND											
	E-Flex Corporation	1	0.00	0	0.00	118,699.80	76	1,561.84	118,699.80	76	1,561.84
	Encompass Services Corporation (27)	2	0.00	0	0.00	5,985.55	8	748.19	5,985.55	8	748.19
	H. L. Blachford, Ltd.	1	6,120.00	14	437.14	7,646.50	101	75.71	13,766.50	115	119.71
	Sara Lee Intimate Apparel	2	17,100.00	173	98.84	6,242.03	29	215.24	23,342.03	202	115.55
	Tube Enterprises	3	0.00	0	0.00	4,471.17	35	127.75	4,471.17	35	127.75
	Wal-Mart Distribution Center	1	251,261.23	1,402	179.22	20,761.99	55	377.49	272,023.22	1,457	186.70
CRAVEN											
DURHAM											
	AW North Carolina	1	0.00	0	0.00	66,482.88	135	492.47	66,482.88	135	492.47
	Cree Research Inc.	3	0.00	0	0.00	2,640.49	119	22.19	2,640.49	119	22.19
	Eisai Pharmaceutical Inc.	2	0.00	0	0.00	16,317.63	16	1,019.85	16,317.63	16	1,019.85
	Triumph Boats (8) (27)	1	0.00	0	0.00	8,607.45	0	N/A	8,607.45	0	N/A

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EDGECOMBE											
	KCST (9) (27)	1	0.00	0	0.00	19,281.07	2	9,640.54	19,281.07	2	9,640.54
	QVC (10) (27)	3	9,143.63	24	380.98	43,284.16	0	N/A	52,427.79	24	2,184.49
GASTON											
	Buckeye Technologies, Inc. Catalina North America Corporation	3	10,474.12	65	161.14	10,917.59	43	253.90	21,391.71	65	329.10
		1	30,276.00	27	1,121.33	16,343.30	61	267.92	46,619.30	77	605.45
	Dana Corporation Newworld Manufacturing Company	1	0.00	0	0.00	29,240.40	101	289.51	29,240.40	101	289.51
		1	0.00	0	0.00	590.37	29	20.36	590.37	29	20.36
GUILFORD											
	Banner Pharmaceuticals, Inc. (11)	1	8,568.18	59	145.22	2,026.17	0	N/A	10,594.35	59	179.57
	RF Micro Devices (12)	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.	2	67,185.30	84	799.83	10,733.16	26	412.81	77,918.46	110	708.35
	Thomas Dennis Co. LLC	1	1,440.00	11	130.91	9,589.28	63	152.21	11,029.28	74	149.04
HALIFAX											
	Lowes Companies, Inc.	2	188,872.93	725	260.51	35,013.08	263	133.13	223,886.01	725	308.81
	Reser's Fine Foods, Inc.	2	0.00	0	0.00	3,253.00	41	79.34	3,253.00	41	79.34
HAYWOOD											
	Associated Packaging	1	0.00	0	0.00	34,276.98	24	1,428.21	34,276.98	24	1,428.21

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ISOTHERMAL											
	Arvin Meritor	2	19,292.00	79	244.20	1,907.96	22	86.73	21,199.96	79	268.35
	Broyhill Furniture Industries	3	23,472.00	31	757.16	2,116.04	39	54.26	25,588.04	70	365.54
	MAKO	1	0.00	0	0.00	59,896.88	68	880.84	59,896.88	68	880.84
	Parkdale Mills	1	9,600.00	163	58.90	8,340.68	12	695.06	17,940.68	163	110.07
JOHNSTON											
	Bayer Pharmaceutical Div Novo Nordisk	3	0.00	0	0.00	31,127.84	408	76.29	31,127.84	408	76.29
	Pharmaceutical Industries Thyssenkrupp Precision Forge	3	0.00	0	0.00	32,290.91	56	576.62	32,290.91	56	576.62
		1	0.00	0	0.00	21,819.94	45	484.89	21,819.94	45	484.89
LENOIR											
	MasterBrand Cabinets, Inc. (13)	3	1,735.75	89	19.50	54,908.07	4	13,727.02	56,643.82	93	609.07
MARTIN											
	Ann's House of Nuts, Inc. (14) (27)	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	28	532.37	23,111.80	85	271.90	38,018.05	87	436.99
	Penco Products Corporation	3	16,201.00	28	578.61	72,714.43	105	692.52	88,915.43	112	793.89
	Premium Food Group (27)	2	0.00	0	0.00	292.00	6	48.67	292.00	6	48.67
MAYLAND											
	Bombardier (15)	2	38,247.00	13	2,942.08	6,703.00	87	77.05	44,950.00	90	499.44
MCDOWELL											
	Baxter Health Care Systems	2	0.00	0	0.00	44,923.23	68	660.64	44,923.23	68	660.64
	Crane Resistoflex	1	21,040.40	35	601.15	34,923.19	60	582.05	55,963.59	60	932.73
	EM Partners (16) (27)	1	0.00	0	0.00	1,710.06	0	NA	1,710.06	0	NA

**NORTH CAROLINA COMMUNITY COLLEGE SYSTEM
NEW AND EXPANDING INDUSTRIES
BUDGET AND EXPENDITURES
REPORTING DATES: JULY 1, 2002 - JUNE 30, 2003**

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)
MITCHELL											
	Advance Tubing (17)	1	11,040.00	18	613.33	6,318.00	0	N/A	17,358.00	18	964.33
	Balance Systems, Inc.	1	0.00	0	0.00	16,157.00	98	164.87	16,157.00	98	164.87
	BestSweet, Inc.	1	0.00	0	0.00	19,298.32	22	877.20	19,298.32	22	877.20
	LesCare Kitchens, Inc.	1	0.00	0	0.00	47,040.00	39	1,206.15	47,040.00	39	1,206.15
	Trim Systems, LLC	1	1,272.00	8	159.00	7,990.47	71	112.54	9,262.47	73	126.88
MONTGOMERY											
	Homanit USA, Inc.	3	18,005.00	25	720.20	1,356.00	25	54.24	19,361.00	50	387.22
PIEDMONT											
	Vector Tobacco (USA) Ltd. (27)	2	4,098.66	24	170.78	26,736.27	6	4,456.05	30,834.93	28	1,101.25
PITT											
	Caldwell Design, LLC DSM High Performance Fibers	2 1	16,488.50 21,424.00	23 41	716.89 522.54	0.00 6,000.00	26 55	0.00 109.09	16,488.50 27,424.00	31 55	531.89 498.62
RANDOLPH											
	Goodyear Ashteboro Wire Plant	1	13,558.07	31	437.36	1,178.32	31	38.01	14,736.39	31	475.37
	Unilever Best Foods	1	38,802.19	49	791.88	6,375.29	39	163.47	45,177.48	49	921.99
RICHMOND											
	FCC (North Carolina), Inc.	3	33,370.84	64	521.42	7,958.38	39	204.06	41,329.22	103	401.25
	Manis Custom Builders	1	35,520.00	70	507.43	1,190.15	8	148.77	36,710.15	78	470.64
ROCKINGHAM											
	Loparex (27)	1	4,595.95	12	383.00	0.00	0	0.00	4,595.95	12	383.00

**NORTH CAROLINA COMMUNITY COLLEGE SYSTEM
NEW AND EXPANDING INDUSTRIES
BUDGET AND EXPENDITURES
REPORTING DATES: JULY 1, 2002 - JUNE 30, 2003**

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)
ROCKINGHAM cont'd	Natural Care Labs, Inc.	1	5,920.00	36	164.44	22,985.76	146	157.44	28,905.76	146	197.98
ROWAN-CABARRUS	Meridian Automotive Systems	3	0.00	0	0.00	19,218.00	65	295.66	19,218.00	65	295.66
SAMPSON											
	Dodgers Industries	1	8,891.50	85	104.61	10,166.24	85	119.60	19,057.74	85	224.21
	Lundy's (18)	1	25,764.00	162	159.04	1,333.55	0	N/A	27,097.55	162	167.27
	Squires Hardwoods, Kennedy	2	23,904.00	36	664.00	252.24	12	21.02	24,156.24	48	503.26
SOUTHEASTERN											
	InterKord SA	3	1,700.00	15	113.33	1,806.31	15	120.42	3,506.31	15	233.75
SOUTHWESTERN											
	Annie's Naturally Bakery (27)	1	1,800.00	6	300.00	1,259.71	6	209.95	3,059.71	10	305.97
	Consolidated Metco Fraternal Composite Systems (19)	1	0.00	0	0.00	7,701.47	38	202.67	7,701.47	38	202.67
		1	0.00	0	0.00	6,504.30	9	722.70	6,504.30	9	722.70
STANLY											
	Cope Industries, Inc. (27)	1	0.00	0	0.00	2,700.00	6	450.00	2,700.00	6	450.00
	CTX	2	20,700.00	72	287.50	5,797.61	59	98.26	26,497.61	97	273.17
	Tuscarara Yarns, Inc.	2	0.00	0	0.00	13,600.00	19	715.79	13,600.00	19	715.79
TRI-COUNTY											
	Bombardier	2	14,035.00	139	100.97	8,626.03	240	35.94	22,661.03	240	94.42
	Sioux Tools	3	81,572.35	154	529.69	47,359.30	256	185.00	128,931.65	265	486.53

**NORTH CAROLINA COMMUNITY COLLEGE SYSTEM
NEW AND EXPANDING INDUSTRIES
BUDGET AND EXPENDITURES
REPORTING DATES: JULY 1, 2002 - JUNE 30, 2003**

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)
TRI-COUNTY cont'd	Western Forge (27)	3	0.00	0	0.00	204.60	6	34.10	204.60	6	34.10
VANCE-GRANVILLE											
	Nomaco/K-Flex (20)	1	72,566.83	119	609.81	3,628.34	0	N/A	76,195.17	119	640.30
	Revlon	3	0.00	0	0.00	90,767.65	345	263.09	90,767.65	345	263.09
	The IAMS Company	3	0.00	0	0.00	4,492.11	98	45.84	4,492.11	98	45.84
	Wal-Mart Stores East, LP	2	27,834.00	127	219.17	4,974.27	142	35.03	32,808.27	184	178.31
WAKE											
	Biogen Catalyst Manufacturing Services	3	0.00	0	0.00	34,671.07	166	208.86	34,671.07	166	208.86
	John Deere Turf Care John Deere Worldwide C & CE Headquarters	1	0.00	0	0.00	40,806.95	52	784.75	40,806.95	52	784.75
		2	9,540.00	111	85.95	50,574.37	284	178.08	60,114.37	315	190.84
		2	0.00	0	0.00	7,032.07	59	119.19	7,032.07	59	119.19
	Nomacorc LLC	2	784.00	42	18.67	40,995.89	115	356.49	41,779.89	116	360.17
WAYNE											
	Cooper-Standard Automotive	1	4,490.80	28	160.39	0.00	0	0.00	4,490.80	28	160.39
	Impulse NC, Inc. (21)	2	23,958.00	32	748.69	400.00	0	N/A	24,358.00	32	761.19
WESTERN PIEDMONT											
	BSN-JOBST	2	63,873.60	48	1,330.70	3,193.00	48	66.52	67,066.60	53	1,265.41
	DeFeet (22) (27)	1	0.00	0	0.00	2,411.78	0	N/A	2,411.78	0	N/A
	Viscotec Automotive	1	4,240.00	18	235.56	11,273.77	52	216.80	15,513.77	70	221.63

**NORTH CAROLINA COMMUNITY COLLEGE SYSTEM
NEW AND EXPANDING INDUSTRIES
BUDGET AND EXPENDITURES
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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)
WILKES											
	Brew Bikes LLC	1	19,880.00	22	903.64	15,088.10	31	486.71	34,968.10	31	1,128.00
	Interflex Group-Carolina Div Martin Marietta Materials (23) (27)	2	4,800.00	6	800.00	4,590.78	123	37.32	9,390.78	123	76.35
	Piedmont Medical, Inc. (24) (27)	1	0.00	0	0.00	2,429.02	0	N/A	2,429.02	0	N/A
		1	0.00	0	0.00	2,625.00	4	656.25	2,625.00	4	656.25
	Wilkes Glove, LLC (25) (27)	2	6,400.00	10	640.00	3,487.48	0	N/A	9,887.48	10	988.75
WILSON											
	Eon Pharma. Inc. Purdue Pharmaceuticals, Inc.	1	0.00	0	0	14,700.00	29	506.90	14,700.00	29	506.90
	Smurfit-Stone Container Corporation (26)	3	0.00	0	0.00	31,312.05	40	782.80	31,312.05	40	782.80
		1	2,523.00	16	157.69	126.15	0	N/A	2,649.15	16	165.57
TOTALS	131		\$1,603,422.45	5,699	\$281.35	\$2,401,682.30	6,722	\$357.29	\$4,005,104.75	10,610	\$377.48

PROGRAM RELATED EXPENDITURES

Media Development Office

Central Piedmont Community College \$305,950.82

During the 2002-2003 program year, the Media Development Office produced a total of 214 finished minutes of video at an average cost of \$643.99 per minute, nearly 5% below last year's cost. Notable projects included three promotional videos for NC's New & Expanding Industry Training program aimed at the decision-makers of companies in general manufacturing, high-tech manufacturing, and biotechnology. Also, a video was produced to promote the plastics industry in North Carolina and the North Carolina Community College System's (NCCCS) plastics operator training curriculum. This marketing video was produced in coordination with the North Carolina Department of Commerce (NCDOC).

The NC Manufacturing Certification Program manuals underwent major reformatting, and are now out on CD for review. The Plastics Operator training curriculum also is being compiled on CD for distribution. Work on other written documents includes revision of the Economic & Workforce Development brochure to cite linkage between the NCDOC and the NCCCS.

Fiscal year 2002-2003 marked the beginning of DVD production for selected NEIT programs. When topics are complex, and easy access to individual program segments is critical, DVD is used to ensure quality instructional delivery.

Equipment Warehouse

Forsyth Technical Community College \$9,168.68

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.

Economic Development Missions

Economic Development Travel Expense \$750.00

Travel expense for President Lancaster was funded through the New and Expanding Industry Training program for his participation in the North Carolina European Investment and Trade Mission.

ADDENDUM

The report is footnoted to explain project expenditures that exceeded an average 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 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 Guidelines. "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 Bullhammer Technologies

The training was expensive because high powered pneumatic and hydraulic devices were integrated with state of the art electronic systems and the company did not grow to the number of employees projected in the original plan.

2. Asheville-Buncombe Technical Community College LeSport Sac

The expenditures shown are for pre-hire course development time by the college instructor.

3. Asheville-Buncombe Technical Community College Welch-Allyn

The \$96.89 was reimbursement for the college instructor travel that occurred late in the prior fiscal year that was reimbursed in July 2002. The project has been completed.

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

One person was sent to Chicago for train-the-trainer on Computer Numeric Control (CNC) Routing Machines who subsequently will provide the training for new employee production personnel.

**5. Bladen Community College
Bladen Industries, Inc.**

During FY 2002-2003, Bladen Industries was reimbursed for employee travel expenses; training was administered by the college.

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

The expenditures were for training materials that will be used in training during FY 2003-2004.

**7. Central Piedmont Community College
Trammell Crow Company**

The \$316.75 shown as a college expenditure reflects a 5% administrative allowance earned by CPCC for training completed July 1, 2002 – June 30, 2003.

**8. Durham Technical Community College
Triumph Boats**

The expenditures were for training materials that will be used in training during FY 2003-2004.

9. Edgecombe Community College

KCST

The expenditures were for tuition, travel and subsistence for two trainers to become certified Six-Sigma program instructors. The instructors will train new production employees during FY 2003-2004.

10. Edgecombe Community College

QVC

The expenditures were for the salary and benefits for a project coordinator, and for the purchase of training materials.

11. Guilford Technical Community College

Banner Pharmacaps, Inc.

The expenditures were for instructional materials for training scheduled in FY 2003-2004.

12. Guilford Technical Community College

RF Micro Devices

The college training expenditures were for administrative allowance.

13. Lenoir Community College

MasterBrand Cabinet, Inc.

Funds in the amount of \$40,000 were expended to purchase a Skills Management Software System to train new employees. A total of 625 production employees were trained during the project. The project has been completed.

**14. Martin Community College
Ann's House of Nuts, Inc.**

The college training expenditures were for the purchase of instructional materials that will be used in FY 2003-2004.

**15. Mayland Community College
Bombardier**

The current report reflects that 13 employees were trained by the company at an average cost per trainee of \$2,942.08. However, during the project period, the company trained a total of 140 production employees. The project has been completed.

**16. McDowell Technical Community College
EM Partners**

The developmental expenses were to support the travel of college personnel and the regional director to an existing company site to review production requirements and prepare the project proposal.

**17. Mitchell Community College
Advance Tubing**

The college expenditures were for the purchase of training materials, Lean Manufacturing train-the-trainer cost, and the college administrative allowance.

**18. Sampson Community College
Lundy's**

The college training expenditures were for the purchase of instructional materials.

**19. Southwestern Community College
Fraternal Composite Systems**

Due to the economic environment, the company did not grow to the projected employment level. The project has been closed.

**20. Vance-Granville Community College
Nomaco/K-Flex**

The college training expenditures were for administrative allowance.

**21. Wayne Community College
Impulse NC, Inc.**

The college training expenditures were for the purchase of instructional materials.

**22. Western Piedmont Community College
DeFeet**

The college training expenditures were for the design and development of instructional materials.

**23. Wilkes Community College
Martin Marietta Materials**

The cost incurred for the Martin Marietta Materials project included job profiling, skill assessment development, and preliminary OSHA safety program development. No training occurred prior to July 1, 2003.

**24. Wilkes Community College
Piedmont Medical, Inc.**

The college expenditures were for pre-employment skills training; and development of an OSHA safety program.

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

The college training expenditures were for the purchase of instructional materials.

**26. Wilson Technical Community College
Smurfit-Stone Container Corporation**

The college training expenditures were for the administrative allowance.

27. Project reporting fewer than 12 trainees for the report period

Projects reporting fewer than 12 trainees for the report period are projects that have provided or will provide training for 12 or more jobs during the project period (the minimum requirement for NEIT projects).

New and Expanding Industry Training Program Project Completions

Continuous Improvement Evaluation Instrument:

The purpose of the Continuous Improvement Evaluation Instrument is to assess the companies' expectations, program impact and overall effectiveness of the customized training received by companies participating in the NEIT program. The responses are summarized and used for program assessments and improvement.

Program assessment is based on the following categories and rating scale.

Expectations - The extent to which the NEIT program met the company's expectations.

Impact - The overall impact of the NEIT program on the company's operations.

Effectiveness - The overall effectiveness of the NEIT program in preparing the company's employees for productivity.

Rating Scale:

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

The following data represents summary information on project completions approved during July 1, 2002 through June 30, 2003.

Data Category Definitions

#	Column	Definition
1	Community College	College to which funds have been allocated for the support of an NEIT project.
2	Company	New or expanding company supported by NEIT project funding.
3	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 and 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 and Workforce Development.
5	Allocations	Total amount of NEIT funds allotted to support a specific NEIT project. This amount may include total allocations over a three-year period.
6	Expenditures	Total amount of NEIT funds expended to support a specific NEIT project. This amount may include total expenditures over a three-year period.
7	Positions Filled	Total number of positions filled by company as a result of project training.
8	Pre-Hire Training	Unduplicated headcount of individuals who participated in training on a pre-hire basis as part of the project.
9	Post-Hire Training	Unduplicated headcount of individuals who participated in training on a post-hire basis as part of the project.
10	Trained by Company Instructors	Total number of individuals who received training provided by the company.
11	Trained by College Instructors	Total number of individuals who received training provided by the community college or by someone other than the company.
12	Company's Expectations Met	Extent to which the NEIT program met the company's expectations.
13	Training Impact	Overall impact of the NEIT program on the company's operations.
14	Training Effectiveness	Overall effectiveness of the NEIT program in preparing the company's employees for productivity.

Continuous Improvement Summary Evaluation ~ Projects Completed by July 1, 2002 - June 30, 2003

Chart 1

Expectations

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

Average = 4.58 N= 65
 2001 - 2002:
 Average = 4.61 N= 68

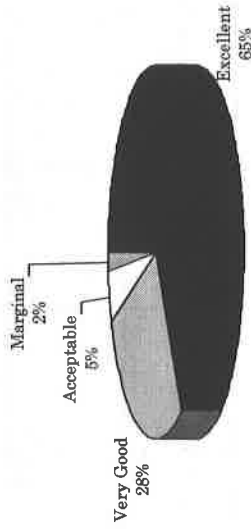


Chart 2

Impact

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

Average = 4.51 N= 65
 2001-2002:
 Average = 4.58 N= 68

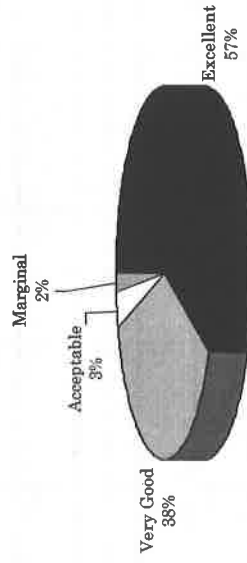
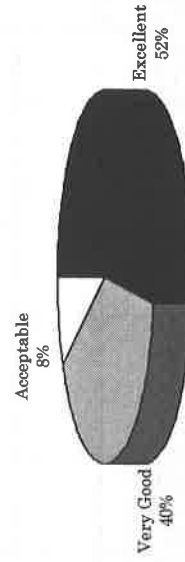


Chart 3

Effectiveness

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

Average = 4.45 N= 65
 2001- 2002:
 Average = 4.49 N= 68



Percentages are based on the number of completed summary evaluations (65), rather than the number of completed projects (72).

North Carolina Community College System
New and Expanding Industry Training
Project Completions
Projects Completed July 1, 2002 - June 30, 2003

Community College (1)	Company (Completed Projects) (2)	Start Date (3)	End Date (4)	Allocations (5)	Expenditures (6)	Positions Filled (7)	Pre-Hire Training (8)	Post-Hire Training (9)	Trained by Company Instructors (10)	Trained by College Instructors (11)	Company's Expectations Met (Rating) (12)	Training Impact (Rating) (13)	Training Effectiveness (Rating) (14)
ASHEVILLE-BUNCOMBE													
	Bullhammer Technologies, Inc.	11/01/02	06/10/03	\$35,041.00	\$34,907.88	13	0	13	0	13	5	4	4
	Eaton Cutler-Hammer	08/01/00	06/30/03	220,309.00	\$219,947.00	350	0	350	350	350	5	5	5
	Kendro Laboratory Products	02/01/01	02/01/03	73,719.00	\$73,717.00	50	0	50	23	50	4	5	5
	LeSportSac	08/21/02	06/30/03	16,442.00	\$6,162.00	20	0	20	20	0	4	4	4
BEAUFORT	Mills Manufacturing	01/10/02	12/30/02	36,518.00	36,516.00	47	47	47	47	47	5	5	5
	National Wiper Alliance	01/12/01	03/12/03	\$3,056.00	\$3,055.00	16	0	16	14	16	4	4	4
	Welch-Allyn	07/01/01	10/30/02	20,000.00	19,470.00	65	0	65	44	17	5	4	4
	Flanders Filters Corp.	02/05/01	04/11/03	14,331.00	14,331.00	85	0	85	0	85	5	5	5
	Impressions Marketing Group	09/04/00	12/06/02	70,858.00	70,858.00	108	0	108	77	97	5	4	4
BLADEN	Tempico Mid-Atlantic, LLC (*)	01/28/02	02/28/03	2,400.00	2,400.00	6	0	6	6	0	N/A	N/A	N/A
	Greif Brothers Corp.	08/06/03	06/30/03	12,000.00	1,044.50	61	0	61	56	7	5	5	5
	Squires Hardwoods, Inc.	03/01/02	06/30/03	6,720.00	4,640.00	21	0	17	17	0	5	5	5
BRUNSWICK	Rampage Sportfishing Yachts	03/01/00	06/30/03	243,002.00	141,926.00	224	1,258	224	9	1,258	4	4	4
	Cytosol Ophthalmics	07/01/01	02/01/03	47,061.00	44,949.00	35	0	35	30	32	5	5	5

North Carolina Community College System
New and Expanding Industry Training

Project Completions

Projects Completed July 1, 2002 - June 30, 2003

Community College (1)	Company (Completed Projects) (2)	Start Date (3)	End Date (4)	Allocations (5)	Expenditures (6)	Positions Filled (7)	Pre-Hire Training (8)	Post-Hire Training (9)	Trained by Company Instructors (10)	Trained by College Instructors (11)	Company's Expectations Met (Rating) (12)	Training Impact (Rating) (13)	Training Effectiveness (Rating) (14)
CATAWBA VALLEY													
	Gulf States Paper Corp.	08/26/02	06/24/03	15,328.00	15,327.00	12	0	42	20	22	5	5	5
CENTRAL CAROLINA													
	Static Control Components, Inc.	02/01/01	09/10/02	311,467.00	124,918.00	128		128	128	124	5	5	5
CENTRAL PIEDMONT													
	Foamex International, Inc.	01/18/02	11/26/02	4,689.00	4,574.00	30	0	6	0	6	5	4	4
	Next Day Gourmet	09/15/01	06/18/03	16,220.00	16,219.00	42	0	91	0	91	5	5	5
	Siemens Westinghouse Power Corp.	11/01/00	12/10/02	223,857.00	223,830.00	210	0	257	257	257	5	5	5
	Textron	03/15/01	04/21/03	14,308.00	11,463.00	130	0	53	0	53	5	4	5
CLEVELAND													
	E-Flex Corp.	10/07/02	06/06/03	118,703.00	118,700.00	65	0	76	0	76	5	5	5
	Encompass Services Corp.	01/02/01	03/04/03	11,585.00	11,585.00	85	40	8	0	48	4	4	4
	Tube Enterprises	07/01/00	02/03/03	50,042.00	50,041.00	32	124	52	52	137	5	4	4
DURHAM													
	Cree Research, Inc.	08/01/99	07/31/02	83,984.00	83,983.57	464	0	358	0	358	4	4	4
EDGECOMBE													
	QVC, Inc.	05/01/00	06/30/03	291,494.00	291,493.05	659	0	624	433	191	5	5	5
GASTON													
	Beal Manufacturing, Inc. (*)	04/15/02	01/03/03	5,355.00	5,355.00	0	0	0	0	0	N/A	N/A	N/A
	Buckeye Technologies, Inc.	07/20/00	06/19/03	203,982.00	203,802.00	100	292	139	115	405	5	5	5
	Hi-Tex, Inc.	01/02/02	10/03/02	1,155.00	1,155.00	50	0	22	0	22	4	3	3

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GUILFORD													
	RF Micro Devices	03/01/00	03/01/03	546,681.00	432,165.00	254	0	254	254	0	4	4	4
ISOTHERMAL													
	3TEX	07/01/00	10/01/02	74,823.00	34,341.00	18	0	18	18	6	5	5	4
	Broyhill Furniture Company	12/15/99	01/30/03	168,951.00	168,933.00	255	0	255	255	249	5	5	5
JOHNSTON	Woodland Mills	02/01/00	09/01/02	149,799.00	106,854.00	119	0	119	96	39	5	5	5
	Bayer Pharmaceutical Division	04/01/00	04/01/03	97,190.00	89,914.00	201	0	449	0	449	4	5	4
LENOIR													
	MasterBrand Cabinets, Inc.	12/01/99	03/12/03	563,900.00	482,553.00	625	3,130	625	1,845	1,285	3	4	4
MARTIN	Penco Products Corp.	04/02/01	06/30/03	355,772.00	355,772.00	185	212	212	92	212	5	5	5
	Premium Food Group	04/08/02	12/05/02	4,824.00	4,823.80	113	0	116	78	77	N/A	N/A	N/A
MAYLAND	Bombardier	08/01/01	04/30/03	75,325.00	75,325.00	227	0	227	140	201	4	5	5
	Guardian Armor, Inc.	07/10/00	09/25/02	15,173.00	15,172.00	13	0	13	13	4	5	4	4
	High Valley Construction and Maintenance	09/01/00	09/25/02	88,531.00	88,516.00	75	0	75	62	15	4	4	3
MITCHELL													
	Balance Systems, Inc.	07/01/02	06/03/03	16,157.00	16,157.00	15	0	98	0	98	3	4	3
MONTGOMERY													
	Homanit USA, Inc.	08/21/00	06/24/03	293,704.00	210,000.00	205	160	205	177	162	4	4	4
RANDOLPH	Goodyear Ashboro Wire Plant	04/01/02	05/09/03	32,775.00	18,038.00	31	0	31	31	31	5	5	5

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RANDOLPH con'd	Unilever Best Foods (formerly Knorr Best Foods)	10/28/02	06/30/03	58,373.00	46,177.00	49	0	49	49	39	5	4	5
RICHMOND	FCC (North Carolina), Inc.	01/15/01	06/30/03	141,853.00	132,094.00	165	0	113	86	78	5	5	5
ROBESON	Quickie Manufacturing Corp.												
ROCKINGHAM	Natural Care Labs, Inc.	03/01/01	06/30/03	7,257.00	5,969.00	148	0	130	130	112	4	4	4
	Unif-Sans Technical Fibers LLC	09/16/02	06/30/03	30,600.00	28,906.00	146	146	146	36	146	5	5	5
ROWAN-CABARRUS		10/01/01	07/01/02	38,945.00	37,651.00	75	75	75	66	9	5	5	4
	Meridian Automotive Systems												
SOUTHEASTERN	InterKordSA	04/10/01	03/20/03	97,600.00	97,600.50	281	0	281	142	213	5	5	4
	Southeastern Materials	04/01/00	06/30/03	61,278.00	61,276.00	59	21	48	69	69	5	5	5
SOUTH PIEDMONT		08/01/00	06/30/03	19,415.00	1,011.00	14	0	13	0	13	N/A	N/A	N/A
	HI Power Corp.	04/20/01	01/02/03	1,536.00	1,536.00	45	0	7	0	7	5	5	5
SOUTHWESTERN													
	Fraternal Composite Systems (*)	09/23/02	04/30/03	6,505.00	6,504.00	6	9	6	0	9	N/A	N/A	N/A
STANLY													
	CTX	04/01/02	04/01/03	43,223.00	43,223.00	106	0	106	106	85	5	5	5

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STANLY cont'd	Mangum Manufacturing (*)	10/08/01	12/10/02	4,964.00	4,964.00	7	0	6	0	6	5	5	5
	Tuscarora Yarns, Inc.	05/13/02	03/14/03	18,400.00	18,400.00	12	0	28	12	28	5	5	5
SURRY													
	Chatham-Borgstena Auto Fabrics (*)	01/07/02	06/24/03	829.00	790.00	7	0	7	7	0	4	4	4
TRI-COUNTY	Aegis Power Systems, Inc.	01/03/00	07/30/02	18,112.00	14,311.00	28	0	28	28	12	5	5	5
	Bombardier	06/01/01	02/28/03	58,359.00	52,227.00	235	0	240	139	240	5	5	5
	Industrial Opportunities, Inc.	09/01/00	02/15/03	31,007.00	16,524.00	20	0	20	12	8	5	5	5
	Western Forge	03/20/00	03/20/03	216,978.00	208,370.60	325	0	351	302	73	5	4	4
VANCE-GRANVILLE													
	Electronics International	07/01/00	06/30/03	176,444.00	78,408.00	243		203	178	81	4	4	4
	The IAMS Company	12/01/99	12/31/02	99,934.00	54,555.00	83		180	44	174	4	4	4
WAKE													
	Cisco Systems, Inc.	01/02/01	08/07/02	180,308.00	147,090.00	168	0	75	0	75	5	5	5
WAYNE													
	Cooper-Standard Automotive	10/21/02	05/23/03	4,491.00	4,491.00	28	0	28	28	0	N/A	N/A	N/A
	ImPulseNC, Inc.	01/14/02	11/15/02	25,312.00	25,312.00	32	0	32	32	0	5	5	4
WESTERN PIEDMONT													
	BSN-JOBST	09/20/01	02/28/03	84,335.00	84,335.00	63	0	63	63	63	5	5	5
WILKES													
	BREW Bikes, LLC	06/01/02	06/30/03	34,969.00	34,968.00	18	24	14	22	31	5	5	5
	Piedmont Medical, Inc. (*)	03/01/02	12/31/02	16,716.00	11,822.00	4	28	4	0	28	N/A	N/A	N/A

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WILKES cont'd	Wilkes Grove, LLC (*)	04/01/02	06/03/03	32,409.00	20,335.00	10	21	10	10	21	4	4	4
WILSON													
	Eon Pharma, Inc.	02/05/01	06/20/03	43,510.00	43,510.00	50	0	29	0	29	4	4	4
	Purdue Pharmaceuticals, Inc.	01/10/00	06/30/03	119,201.00	119,201.00	153	0	109	0	109	2	2	3
	Smurfit-Stone Container Corp.	02/04/02	06/18/03	7,536.00	7,535.00	18	0	16	16	0	3	3	3
TOTALS	72			\$6,317,630.00	\$5,344,028.90	8,042	5,587	8,067	6,336	8,348	4.58	4.51	4.45

(*) Due to the economic environment, the company did not grow to the projected employment level. The project has been closed.

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