



# **New and Expanding Industry Training Program Expenditure Report**

Submitted to the

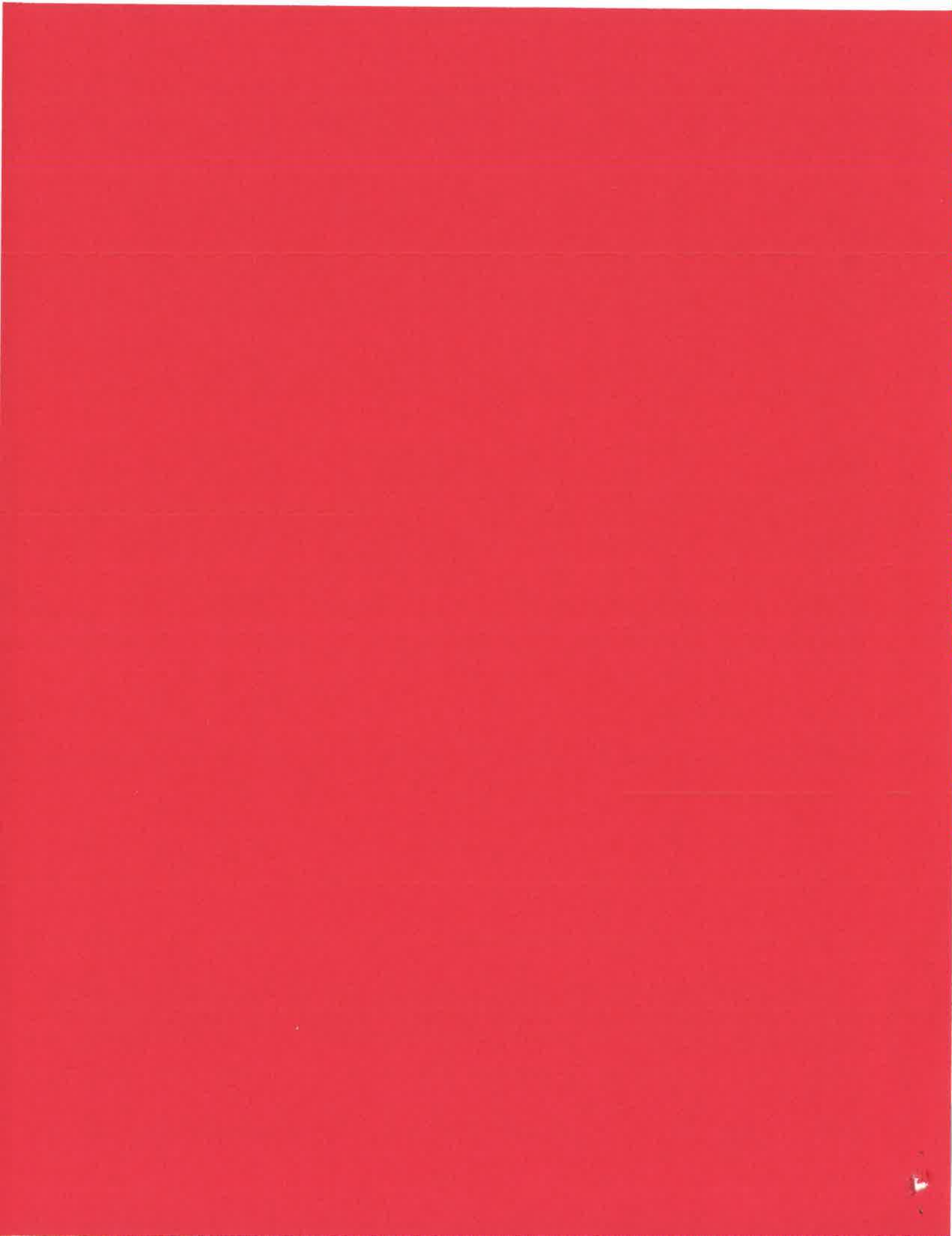
**Joint Legislative Education Oversight Committee**

September 1, 2004



**North Carolina Community College System  
200 West Jones Street ~ Raleigh, North Carolina 27603  
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## EXECUTIVE SUMMARY

Ratified HB 1414 Section 8.4 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 September 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 September 1, 2004 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

The following New and Expanding Industry Training (NEIT) program guidelines were adopted by the State Board of Community Colleges on April 18, 1997, and amended March 19, 2004.

## 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 \$87.75.
  - 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 \$100.50. 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 expense, and/or their wages for instruction 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 five percent administrative allowance.
- 8  
Number Trained by College Instructors
- Number of trainees at a particular company trained by either full or part-time college employees or contracted community college instructors under an NEIT funded project.
- 9  
Average College Cost Per Trainee
- Total NEIT funds expended by a community college for support of an 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 an 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 trainees.





**NORTH CAROLINA COMMUNITY COLLEGE SYSTEM  
NEW AND EXPANDING INDUSTRIES  
BUDGET AND EXPENDITURES  
REPORTING DATES: JULY 1, 2003 - JUNE 30, 2004**

Community College (1)	Company (2)	Years Funded (3)	Company Training (4)		Number Trained by Company (5)		Average Company Reimbursement Per Trainee (6)		College Training Expenditures (7)		Number Trained by College Instructors (8)		Average College Cost Per Trainee (9)		Total Expenditures (10)		Total Trained by Company & College Instructors (11)		Average Total Cost Per Trainee (12)		
			Reimbursement Expenditures	Expenditures	Company Instructors	Company Instructors	Per Trainee	Per Trainee	College Expenditures	College Expenditures	College Instructors	College Instructors	Cost Per Trainee	Cost Per Trainee	College Expenditures	College Expenditures	College Instructors	College Instructors	College Instructors	College Instructors	
<b>ALAMANCE</b>																					
	Honda Power Equipment Manufacturing, Inc.	1	0.00	0.00	0	0	0.00	0.00	78,435.79	639	639	122.75	122.75	78,435.79	639	639	122.75	122.75	639	639	122.75
	LabCorp (1) (28)	3	0.00	0.00	0	0	0.00	0.00	150.71	11	11	13.70	13.70	150.71	11	11	13.70	13.70	11	11	13.70
<b>ASHEVILLE-BUNCOMBE</b>																					
	American Datamed	2	12,481.50	0.00	62	0	201.31	0.00	8,526.04	7	7	1,218.01	1,218.01	21,007.54	62	62	338.83	338.83	62	62	338.83
	Borg Warner Turbo Systems (2) (28)	1	0.00	0.00	0	0	0.00	0.00	172.55	9	9	19.17	19.17	172.55	9	9	19.17	19.17	9	9	19.17
	Kendro Laboratory Products (3) (28)	1	0.00	0.00	0	0	0.00	0.00	761.70	0	0	N/A	N/A	761.70	0	0	N/A	N/A	0	0	N/A
	NCI (4) (28)	1	0.00	0.00	0	0	0.00	0.00	16,478.57	4	4	4,119.64	4,119.64	16,478.57	4	4	4,119.64	4,119.64	4	4	4,119.64
	NYPRO Asheville	3	0.00	0.00	0	0	0.00	0.00	1,268.41	14	14	90.60	90.60	1,268.41	14	14	90.60	90.60	14	14	90.60
	Plasf-Form	3	0.00	0.00	0	0	0.00	0.00	11,286.21	31	31	364.07	364.07	11,286.21	31	31	364.07	364.07	31	31	364.07
	Plasticard Locktech International	1	0.00	0.00	0	0	0.00	0.00	8,512.25	23	23	370.10	370.10	8,512.25	23	23	370.10	370.10	23	23	370.10
	ROTEC (5) (28)	2	0.00	0.00	0	0	0.00	0.00	3,253.41	2	2	1,626.71	1,626.71	3,253.41	2	2	1,626.71	1,626.71	2	2	1,626.71
	Shorewood Packaging Corporation	2	0.00	0.00	0	0	0.00	0.00	15,016.20	24	24	625.68	625.68	15,016.20	24	24	625.68	625.68	24	24	625.68
	Tyco Control Products	2	0.00	0.00	0	0	0.00	0.00	5,936.69	16	16	371.04	371.04	5,936.69	16	16	371.04	371.04	16	16	371.04
<b>BEAUFORT</b>																					
	Camfil-Farr (6)	1	0.00	0.00	0	0	0.00	0.00	350.00	1	1	350.00	350.00	350.00	1	1	350.00	350.00	1	1	350.00
	Prett/Noma Systems	2	22,419.00	0.00	49	49	457.53	0.00	25,060.86	49	49	511.45	511.45	47,479.86	49	49	968.98	968.98	49	49	968.98
<b>BLADEN</b>																					
	Axcor, Inc. (7) (28)	1	3,370.65	0.00	8	8	421.33	0.00	0.00	0.00	0	0	0.00	0.00	0	0	0.00	0.00	8	8	421.33
	Bladen Industries, Inc. (8)	3	699.04	0.00	0	0	N/A	0.00	3,485.00	18	18	193.61	193.61	4,184.04	18	18	232.45	232.45	18	18	232.45

**NORTH CAROLINA COMMUNITY COLLEGE SYSTEM  
NEW AND EXPANDING INDUSTRIES  
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<b>BLUE RIDGE</b>											
	Porvair (9)	1	0.00	0	0.00	6,017.98	4	1,504.50	6,017.98	4	1,504.50
	Rafitac, Inc.	3	44,075.00	18	2,448.61	171,304.02	115	1,489.60	215,379.02	115	1,872.86
	Shorewood Packaging	2	23,437.29	28	837.05	19,129.38	40	478.23	42,566.67	40	1,064.17
	Rampage Sportfishing Yachts	2	0.00	0	0.00	3,478.51	112	31.06	3,478.51	112	31.06
<b>BRUNSWICK</b>											
	BEMIS	1	0.00	0	0.00	15,628.57	28	558.16	15,628.57	28	558.16
<b>CAPE FEAR</b>											
	DEL Laboratories	1	0.00	0	0.00	101,316.56	362	279.88	101,316.56	362	279.88
	Verizon Wireless (10)	1	0.00	0	0.00	121,240.01	0	N/A	121,240.01	0	N/A
<b>CATAWBA VALLEY</b>											
	Foamex International, Inc.	2	1,200.00	6	200.00	2,820.41	71	39.72	4,020.41	77	52.21
	Getrag USA (11)	1	3,840.00	7	548.57	192.00	0	0.00	4,032.00	7	576.00
<b>CENTRAL CAROLINA</b>											
	Caterpillar, Inc.	3	4,346.00	211	20.60	10,104.20	55	183.71	14,450.20	245	58.98
	Meikle EMS Automation (12)	1	0.00	6	0.00	3,540.00	14	252.86	3,540.00	17	208.24
	Moen, Inc.	3	3,223.20	191	16.88	30,874.87	79	390.82	34,098.07	216	157.86
	Wyeth-Lederle Vaccines (13)	3	0.00	11	0.00	127,837.78	90	1,420.42	127,837.78	90	1,420.42

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			Reimbursement Expenditures	Expenditures	Company Instructors	Company Instructors	Per Trainee	Per Trainee	College Expenditures	College Expenditures	College Instructors	College Instructors	College Cost Per Trainee	College Cost Per Trainee	College Expenditures	College Expenditures	College Instructors	College Instructors	College Cost Per Trainee	College Cost Per Trainee	
Central Carolina cont'd	3M	3	3,869.00		53		73.00		1,081.78		14		77.27		4,950.78		53		93.41		
<b>CENTRAL PIEDMONT</b>																					
	Bostn Gear Corporation	2	6,360.00		12		530.00		4,634.48		20		231.72		10,994.48		31		354.66		
	Carrier Corporation	1	0.00		0		0.00		5,979.76		69		86.66		5,979.76		69		86.66		
	Celgard, Inc.	1	0.00		0		0.00		21,583.59		122		176.91		21,583.59		122		176.91		
	Ferguson Box (14) (28)	2	0.00		0		0.00		1,616.00		6		269.33		1,616.00		6		269.33		
	General Dynamics (15) (28)	1	0.00		0		0.00		2,525.63		11		229.60		2,525.63		11		229.60		
	TIAA CREF	2	6,360.00		16		397.50		759.00		7		108.43		7,119.00		23		309.52		
	Trammell Crow Company	2	1,380.00		36		38.33		21,055.53		25		842.22		22,435.53		42		534.18		
	Vertis, Inc.	2	0.00		0		0.00		26,194.46		181		144.72		26,194.46		181		144.72		
<b>CLEVELAND</b>																					
	Sara Lee Intimate Apparel	3	4,500.00		32		140.63		5,379.32		15		358.62		9,879.32		47		210.20		
	Specialty Textiles, Inc. (16)	1	9,600.00		28		342.86		480.00		0		N/A		10,080.00		28		360.00		
	Wal-Mart Distribution Center (17)	2	122,000.00		375		325.33		22,543.95		0		N/A		144,543.95		375		385.45		
<b>CRAVEN</b>																					
	BSH Home Appliances	2	168,494.00		160		1,053.09		357,215.66		600		595.36		525,709.66		700		751.01		
	Carolina Technical Plastics	1	10,720.00		24		446.67		4,878.55		36		135.52		15,598.55		36		433.29		
<b>DURHAM</b>																					
	AW North Carolina	2	0.00		0		0.00		429,665.90		540		795.68		429,665.90		540		795.68		
	Eisai Pharmatechnology, Inc. (18)	3	0.00		0		0.00		840.00		0		N/A		840.00		0		N/A		

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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
<b>FORSYTH</b>											
	Charter Medical, Ltd	1	4,674.95	40	116.87	7,201.00	70	102.87	11,875.95	70	169.66
<b>GASTON</b>											
	Aksys USA, Inc.	1	0.00	0	0.00	6,259.48	43	145.57	6,259.48	43	145.57
	Arrow Home Fashions	1	0.00	0	0.00	648.66	21	30.89	648.66	21	30.89
	Cataler North America Corporation	3	6,360.00	6	1,060.00	9,119.38	57	159.99	15,479.38	58	266.89
	Century Textiles, Inc. (19) (28)	1	0.00	0	0.00	236.25	7	33.75	236.25	7	33.75
	Dana Corporation	2	0.00	0	0.00	25,435.36	72	353.27	25,435.36	72	353.27
	LeeBoy	1	0.00	0	0.00	4,803.00	77	62.38	4,803.00	77	62.38
	Neworld Manufacturing Company	2	6,374.50	29	219.81	18,256.50	58	314.77	24,631.00	64	384.86
	Parkdale Mills, Inc. (20)	1	0.00	50	0.00	38,550.55	9	4,283.39	38,550.55	59	653.40
<b>GUILFORD</b>											
	Banner Pharmacaps, Inc. (21)	2	29,081.00	55	528.75	1,454.05	0	N/A	30,535.05	55	555.18
	Metaldyne	1	0.00	0	0.00	16,048.46	40	401.21	16,048.46	40	401.21
<b>HALIFAX</b>											
	Lowes Companies, Inc.	3	11,054.78	185	59.76	3,030.00	12	252.50	14,084.78	185	76.13
<b>HAYWOOD</b>											
	Associatated Packaging	2	0.00	0	0.00	5,158.20	25	206.33	5,158.20	25	206.33
	West One	1	0.00	0	0.00	15,579.79	30	519.33	15,579.79	30	519.33

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NEW AND EXPANDING INDUSTRIES  
BUDGET AND EXPENDITURES  
REPORTING DATES: JULY 1, 2003 - JUNE 30, 2004**

Community College (1)	Company (2)	Years Funded (3)	Company Training (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)
			Reimbursement Expenditures	Expenditures								
ISOTHERMAL	Arvin Meritor	3	12,269.50		85	144.35	3,918.71	155	25.28	16,188.21	155	104.44
	Mako	1	26,320.00		63	417.78	77,230.28	228	338.73	103,550.28	228	454.17
JOHNSTON	Bayer Pharmaceutical Division	3	0.00	0.00	0	0.00	53,939.82	559	96.49	53,939.82	559	96.49
	Novo Nordisk Pharmaceutical Industries	2	0.00	0.00	0	0.00	66,148.56	46	1,438.01	66,148.56	46	1,438.01
	PCX Corporation (22) (28)	1	0.00	0.00	0	0.00	496.44	5	99.29	496.44	5	99.29
	Thyssenkrupp Percision Forge	2	0.00	0.00	0	0.00	11,297.37	48	235.36	11,297.37	48	235.36
LENOIR	MasterBrand Cabinets, Inc.	1	6,911.50		301	22.96	7,805.56	122	63.98	14,717.06	301	48.89
	Tile Restoration, Inc.	1	618.36		28	22.08	467.63	28	16.70	1,085.99	28	38.79
MARTIN	Ann's House of Nuts	2	0.00	0.00	0	0.00	47,235.56	23	2,053.72	47,235.56	23	2,053.72
	McMurray Fabrics, Inc.	3	0.00	0.00	0	0.00	6,700.00	13	515.38	6,700.00	13	515.38
MCDOWELL	Coats America	1	51,304.80		103	498.10	17,952.53	101	177.75	69,257.33	103	672.40
	Perfect Air	1	21,648.10		70	309.26	13,357.02	61	218.97	35,005.12	70	500.07
MITCHELL	Advanced Tubing Technologies	2	11,040.00		18	613.33	1,120.00	11	101.82	12,160.00	26	467.69

**NORTH CAROLINA COMMUNITY COLLEGE SYSTEM  
NEW AND EXPANDING INDUSTRIES  
BUDGET AND EXPENDITURES  
REPORTING DATES: JULY 1, 2003 - JUNE 30, 2004**

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 cont'd	BestSweet, Inc. (23)	1	0.00	0.00	0	0	0.00	0.00	473.00	0	0	N/A	473.00	0	N/A						
	LesCare Kitchens, Inc.	1	0.00	0.00	0	0	0.00	0.00	34,797.07	129	129	269.74	34,797.07	129	269.74						
	NGK Ceramics USA, Inc.	1	0.00	0.00	0	0	0.00	0.00	10,752.00	75	75	143.36	10,752.00	75	143.36						
	Southeast Tubular Products, Inc.	1	0.00	0.00	0	0	0.00	0.00	5,691.00	29	29	196.24	5,691.00	29	196.24						
	Trim Systems, LLC	2	0.00	0.00	0	0	0.00	0.00	1,673.00	27	27	61.96	1,673.00	27	61.96						
<b>MONTGOMERY</b>																					
	Longworth Industries, Inc.	1	8,568.00	0.00	24	0	357.00	0.00	0.00	0	0	0.00	8,568.00	24	357.00						
<b>PIEDMONT</b>																					
	Tietex Interiors	1	14,805.33	0.00	66	0	224.32	4,816.52	37	37	130.18	19,621.85	89	220.47							
	Vector Tobacco (USA) Ltd.	3	0.00	0.00	0	0	0.00	13,279.78	37	37	358.91	13,279.78	37	358.91							
<b>PITT</b>																					
	Caldwell Design, LLC	2	4,062.24	0.00	12	0	338.52	1,445.04	10	10	144.50	5,507.28	14	393.38							
	DSM High Performance Fibers	2	30,291.95	0.00	26	0	1,165.08	5,148.26	39	39	132.01	35,440.21	60	590.67							
<b>RICHMOND</b>																					
	FCC (North Carolina), LLC	1	9,436.11	0.00	13	0	725.85	22,826.79	8	8	2,853.35	32,262.90	21	1,536.33							
	QualPak (GOJO Industries, Inc.)	1	14,903.45	0.00	30	0	496.78	10,081.85	84	84	120.02	24,985.30	84	297.44							
<b>ROBESON</b>																					
	Graphic Packaging	1	11,353.60	0.00	32	0	354.80	29,824.54	122	122	244.46	41,178.14	136	302.78							

**NORTH CAROLINA COMMUNITY COLLEGE SYSTEM  
NEW AND EXPANDING INDUSTRIES  
BUDGET AND EXPENDITURES  
REPORTING DATES: JULY 1, 2003 - JUNE 30, 2004**

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)
<b>ROCKINGHAM</b>											
	A.F.G. Wipes, Inc.	1	0.00	0	0.00	6,615.00	64	103.36	6,615.00	64	103.36
	Quality Associates	1	0.00	0	0.00	11,237.88	106	106.02	11,237.88	106	106.02
<b>ROWAN-CABARRUS</b>											
	Berenfield Containers (24)	1	0.00	0	0.00	989.00	0	N/A	989.00	0	N/A
	Randall Metals Corporation	2	6,760.00	18	375.56	1,730.00	33	52.42	8,490.00	33	257.27
<b>SAMPSON</b>											
	Dodgers Industries	3	2,706.00	28	96.64	4,254.34	12	354.53	6,960.34	28	248.58
	Lundy's Premium Standard	1	4,014.00	24	167.25	0.00	0	0.00	4,014.00	24	167.25
	Sammia-SCI Enclosures	1	8,260.00	57	144.91	0.00	0	0.00	8,260.00	57	144.91
<b>SANDHILLS</b>											
	Holmes Building Systems, LLC (Dynamic Homes) (25)	1	61,440.00	48	1,280.00	3,057.00	0	N/A	64,497.00	48	1,343.69
<b>SOUTHEASTERN</b>											
	Kroy Building Products	1	7,200.00	14	514.29	447.96	42	10.67	7,647.96	50	152.96
<b>SOUTHWESTERN</b>											
	AFFCO (26) (28)	1	2,400.00	8	300.00	120.00	0	0.00	2,520.00	8	315.00
	Consolidated Metco	2	10,800.00	19	568.42	4,005.00	11	364.09	14,805.00	29	510.52
<b>STANLY</b>											
	Cope Industries, Inc.	2	0.00	0	0.00	6,671.39	25	266.86	6,671.39	25	266.86

**NORTH CAROLINA COMMUNITY COLLEGE SYSTEM  
NEW AND EXPANDING INDUSTRIES  
BUDGET AND EXPENDITURES  
REPORTING DATES: JULY 1, 2003 - JUNE 30, 2004**

(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
<b>SURRY</b>											
	ASMO Appalachian Corporation	1	0.00	0	0.00	1,950.00	42	46.43	1,950.00	42	46.43
<b>TRI-COUNTY</b>											
	IOI Enterprises	1	25,600.00	71	360.56	3,466.98	22	157.59	29,066.98	71	409.39
	Sioux Tools	3	7,599.00	19	399.95	43,529.52	65	669.68	51,128.52	84	608.67
<b>VANCE-GRANVILLE</b>											
	ACS State Health Care	1	4,092.80	35	116.94	7,102.51	43	165.17	11,195.31	65	172.24
	Elberta Crate & Box Company	1	8,160.00	35	233.14	2,256.00	52	43.38	10,416.00	53	196.53
	Revlon	1	0.00	0	0.00	95,915.59	307	312.43	95,915.59	307	312.43
	Wal-Mart Stribes East, LP	3	48,252.40	266	181.40	3,789.38	97	39.07	52,041.78	266	195.65
<b>WAKE</b>											
	Biogen	3	0.00	0	0.00	34,579.46	132	261.97	34,579.46	132	261.97
	Catalyst Manufacturing Services	2	636.00	6	106.00	12,764.93	59	216.35	13,400.93	60	223.35
	John Deere Turf Care	2	212.00	27	7.85	14,109.59	252	55.99	14,321.59	277	51.70
	John Deere Worldwide C & CE Head	3	0.00	0	0.00	20,294.56	45	450.99	20,294.56	45	450.99
	Nomacorc, LLC	3	980.00	56	17.50	18,837.29	34	554.04	19,817.29	93	213.09
	Pergo	1	212.00	13	16.31	1,596.00	25	63.84	1,808.00	28	64.57
<b>WAYNE</b>											
	Hillex Poly Company (27) (28)	1	560.00	6	93.33	0.00	0	0.00	560.00	6	93.33



**NORTH CAROLINA COMMUNITY COLLEGE SYSTEM  
NEW AND EXPANDING INDUSTRIES  
BUDGET AND EXPENDITURES  
REPORTING DATES: JULY 1, 2003 - JUNE 30, 2004**

Community College (1)	Company (2)	Years Funded (3)	Company Training (4)		Number Trained by Company (5)		Average Company Reimbursement Per Trainee (6)		College Training Expenditures (7)		Number Trained by College Instructors (8)		Average College Cost Per Trainee (9)		Total Expenditures (10)		Total Trained by Company & College Instructors (11)		Average Total Cost Per Trainee (12)		
			Reimbursement Expenditures	Expenditures	Company Instructors	Company Instructors	Reimbursement Per Trainee	College Training Expenditures	College Instructors	College Instructors	College Cost Per Trainee	College Training Expenditures	College Instructors	College Cost Per Trainee	College Training Expenditures	College Instructors	College Cost Per Trainee	College Training Expenditures	College Instructors	College Cost Per Trainee	
<b>WESTERN PIEDMONT</b>																					
	Viscotec Automotive	2	10,500.00		24	437.50	24,200.98	73	331.52	34,700.98	97	357.74									
<b>WILKES</b>																					
	D & D Display	1	11,150.53		25	446.02	1,061.53	3	353.84	12,212.06	28	436.15									
	Gates Rubber	1	6,300.00		20	315.00	7,124.61	13	548.05	13,424.61	33	406.81									
	Interflex Group-Carolina Division	3	28,800.00		36	800.00	4,345.48	57	76.24	33,145.48	64	517.90									
	Maine Brand Manufacturing	1	0.00		0	0.00	21,672.23	22	985.10	21,672.23	22	985.10									
	Martin Marietta Materials	1	47,907.00		67	715.03	19,785.30	105	188.43	67,692.30	105	644.69									
	Unique Solutions	1	0.00		0	0.00	27,373.49	35	782.10	27,373.49	35	782.10									
	US Chemical Storage	1	15,833.19		18	879.62	8,081.41	23	351.37	23,914.60	23	1,039.77									
<b>WILSON</b>																					
	Eon Pharma, Inc.	1	0.00		0	0.00	71,161.74	61	1,166.59	71,161.74	61	1,166.59									
	Purdue Pharmaceuticals, Inc.	1	0.00		0	0.00	4,400.00	24	183.33	4,400.00	24	183.33									
<b>TOTALS</b>			<b>\$1,053,827.77</b>		<b>3,509</b>	<b>\$300.32</b>	<b>\$2,787,397.45</b>	<b>7,866</b>	<b>\$354.36</b>	<b>\$3,841,225.22</b>	<b>10,117</b>	<b>\$379.68</b>									



## **PROGRAM RELATED EXPENDITURES**

### **Media Development Office**

**Central Piedmont Community College    \$315,183.43**

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 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 NEIT program has traditionally supported a Media Development Office at a community college to provide comprehensive media development services for new and expanding industry projects. The office, currently located at Central Piedmont Community College, produces video, print and computer-based media (CBT) 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 2003-2004 program year, the Media Development Office produced a total of 214 finished minutes of video at an average cost of \$619.96 per minute, nearly 4 percent below last year's cost. Other notable items included a Spanish translation of the boatbuilding CBT, nearly 20 hours of lightly-edited training documentation, and a rural economic development case study aired nationwide by Reuters and the National Association of Regional Councils. Numerous "special-request" print, photo, video and DVD jobs underscored a general feeling that production activity is on the upswing.

The recently revised NC Manufacturing Certification Program has been distributed on CD, and has met with widespread approval. The program, including core courses and electives, was copyrighted in March 2004. The Spanish translation of the program has been completed. The Plastics Operator training curriculum also has been distributed on CD.

## **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 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. Alamance Community College LabCorp**

One student withdrew during this reporting period, due to personal reasons. A total of 57 individuals were trained during the project period.

### **2. Asheville-Buncombe Technical Community College Borg Warner**

This project is ongoing and anticipates providing training for 12 or more trainees over the project period.

**3. Asheville-Buncombe Technical Community College  
Kendro Laboratory Products**

There were no trainees to report for this project. Expenditures were to support train-the-trainer activity for a college instructor, who is scheduled to teach new hires during Fiscal Year 2004–2005. This project continues through February 2006 for an estimated 65 new jobs.

**4. Asheville-Buncombe Technical Community College  
NCI**

This project is ongoing and anticipates providing training for an estimated 42 new jobs over the project period. The average cost per trainee of \$4,119.64 is elevated due to special approval to purchase two CNC Machining simulators for the project.

**5. Asheville-Buncombe Technical Community College  
ROTEC**

This project is ongoing and anticipates providing training for an estimated 20 new jobs over the project period.

**6. Beaufort County Community College  
Camfil-Farr**

The college expenditures were for one train-the-trainer course for one company employee. Originally, the company anticipated creating 12 new jobs; however, the project did not materialize as anticipated and is now closed.

**7. Bladen Community College  
Axicor, Inc.**

This project is ongoing and anticipates providing training for an estimated 25 new jobs over the project period.

**8. Bladen Community College  
Bladen Industries**

Company reimbursement was to provide travel expenses for two employees who served as internal trainers for the company.

**9. Blue Ridge Community College  
Porvair**

All funds were expended for preparation of training and college instructor development. The company's expansion plans did not materialize and the project was terminated.

**10. Cape Fear Community College  
Verizon**

The college expenditures were paid to Dell Computers as the first year lease cost for 250 desktop computers, which are installed at Cape Fear Community College. They were leased and installed to prepare for training Verizon employees starting in July 2004. This is a three-year project and the lease will be paid yearly to Dell.

**11. Catawba Valley Community College  
Getrag USA**

The college expenditures were for the 5 percent administrative allowance. Originally, a net growth of 30 positions was projected; however, the project did not materialize as expected and was terminated early with only seven total trainees.

**12. Central Carolina Community College  
Meikle EMS Automation**

Company training occurred during the 2003-2004 FY; however, invoices were not received prior to June 30 and therefore, company training reimbursement expenditures will be paid in 2004-2005.

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

Company training occurred during the 2003-2004 FY; however, invoices were not received prior to June 30 and therefore, company training reimbursement expenditures will be paid in 2004-2005.

**14. Central Piedmont Community College  
Ferguson Box**

This annual report shows only six trainees; however, the total trained for the project period was 12.

**15. Central Piedmont Community College  
General Dynamics**

This project is ongoing and anticipates providing training for an estimated 200 new jobs over the project period.

**16. Cleveland Community College  
Specialty Textiles, Inc.**

The college expenditures represent the 5 percent administrative allowance.

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

The college expenditures represent the 5 percent administrative allowance and the salary for a part-time project coordinator.

**18. Durham Technical Community College  
Eisai**

The college expenditures were for services provided for a training needs analysis.

**19. Gaston College  
Century Textiles, Inc.**

This project is ongoing and anticipates providing training for an estimated 40 new jobs over the project period.

**20. Gaston College  
Parkdale Mills, Inc.**

Fifty (50) Parkdale Mills personnel were trained at the company using Computer Based Training (CBT) materials provided by the college.

**21. Guilford Technical Community College  
Banner Pharmacaps, Inc.**

The college expenditures were for the 5 percent administrative allowance.

**22. Johnston Community College  
PCX Corporation**

This project is ongoing and anticipates providing training for 12 or more trainees over the project period.

**23. Mitchell Community College  
BestSweet, Inc.**

The college expenditures represent funds for a college instructor to consult with the company on the development of an abbreviated BioWork course.



**24. Rowan-Cabarrus Community College  
Berenfield Container**

The college expenditures represent funds to support a safety audit. Training for this project is scheduled to occur in Fiscal Year 2004–2005 for an estimated 15 new jobs.

**25. Sandhills Community College  
Holmes Building**

The college expenditures were for the 5 percent administrative allowance.

**26. Southwestern Community College  
AFFCO**

The college expenditures represent the 5 percent administrative allowance. This project is ongoing and anticipates providing training for 20 additional trainees.

**27. Wayne Community College  
Hilex Poly**

This project is ongoing and anticipates providing training for 12 or more trainees over the project period.

**28. Projects reporting fewer than 12 trainees for the report period**

Unless otherwise noted, 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, 2003 through June 30, 2004.

## *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 includes the total allocations for the project period.
6	Expenditures	Total amount of NEIT funds expended to support a specific NEIT project. This amount includes the total expenditures for the project 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 instructors or contractors.
11	Trained by College Instructors	Total number of trainees at a particular company trained by either full- or part-time college employees or contracted community college instructors under an NEIT funded project.
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.

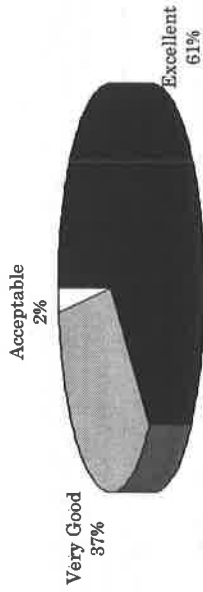
**Continuous Improvement Summary Evaluation ~ Projects Completed by July 1, 2003 - June 30, 2004**

**Chart 1**

**Expectations**

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

Average = 4.60      N = 52  
 2002-2003:  
 Average = 4.58      N = 65

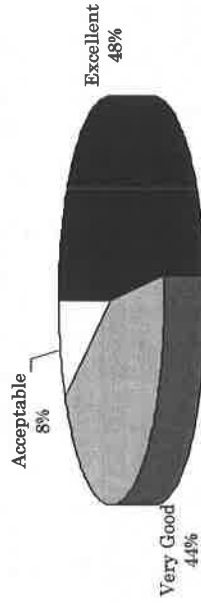


**Chart 2**

**Impact**

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

Average = 4.40      N = 52  
 2002-2003:  
 Average = 4.51      N = 65

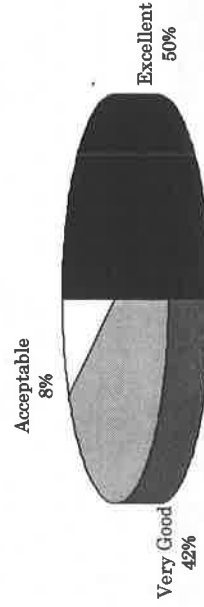


**Chart 3**

**Effectiveness**

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

Average = 4.42      N = 52  
 2002-2003:  
 Average = 4.45      N = 65



*Percentages are based on the number of completed summary evaluations (52), rather than the number of completed projects (56).*

North Carolina Community College System  
New and Expanding Industry Training

**Project Completions**

(Projects completed July 1, 2003 - June 30, 2004)

Community College (1)	Company (Completed Projects) (2)	Start Date (3)	End Date (4)	Total Allocations (5)	Total 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)
<b>ALAMANCE</b>	LabCorp	06/04/01	06/30/04	35,349	35,198	57	0	0	57	57	5	4	5
<b>ASHEVILLE-BUNCOMBE</b>	NYPRO Asheville	02/01/02	12/18/03	54,716	49,046	50	0	50	42	50	4	5	4
	Pechiney Plastic Packaging	11/15/01	12/15/03	42,442	6,680	30	0	39	8	39	4	3	3
	Plasti-Form Shorewood Packaging Corporation	11/28/00	11/28/03	56,045	56,044	208	0	242	226	180	4	3	4
			08/23/02	06/30/04	47,669	41,174	31	0	31	31	31	5	5
<b>BEAUFORT</b>													
	Carnifi-Farr (*)	07/01/03	05/10/04	368	350	1	0	1	0	1	N/A	N/A	N/A
<b>BLADEN</b>													
	Bladen Industries, Inc.	06/01/01	05/27/04	63,384	61,797	50	0	56	32	24	4	4	4
<b>BLUE RIDGE</b>													
	Borg Warner	02/07/02	02/28/04	77,091	47,924	48	0	46	46	33	5	4	4
	Ponvair (*)	04/01/03	05/23/04	6,019	6,018	4	4	4	0	4	4	4	4
	Rafitac, Inc.	01/01/01	06/30/04	652,939	578,700	286	0	338	338	338	5	5	5
<b>CATAWBA VALLEY</b>													
	Getrag USA (*)	07/07/03	04/12/04	4,032	4,032	7	0	7	7	0	5	5	5
	Gulf States Paper Corporation	09/03/02	12/11/03	18,791	18,791	20	0	34	12	24	4	3	3

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CENTRAL CAROLINA	3M	02/01/02	06/30/04	42,605	30,371	98	0	98	98	55	4	4	4
	Caterpillar, Inc.	03/01/02	06/30/04	67,576	26,144	112	0	245	55	211	5	5	5
	Saiden Technologies	02/01/02	06/30/04	16,374	7,873	19	0	19	0	19	5	4	4
	Wyeth-Lederle Vaccines	04/15/01	04/14/04	547,833	547,833	233	0	0	112	223	4	4	4
CENTRAL PIEDMONT	Ferguson Box	08/01/02	06/30/04	4,591	4,591	32	0	12	0	12	4	4	4
	Vertis, Inc.	08/01/02	06/28/04	38,345	38,344	140	0	225	27	206	4	4	3
CLEVELAND	Sara Lee Intimate Apparel	07/01/01	06/22/04	41,730	41,488	870	0	333	252	84	5	5	5
	Elsal Pharmatechnology, Inc.	08/01/00	06/30/04	130,844	124,718	58	0	58	0	58	5	5	5
DURHAM	Triumph Boats	03/01/02	06/30/04	57,482	20,137	30	0	30	0	30	5	4	4
	Charter Medical, Ltd	08/18/03	06/07/04	11,876	11,876	40	70	40	40	70	5	4	5
GASTON	Cataler North America Corporation	12/01/01	06/22/04	85,235	85,234	96	113	62	33	149	5	5	4
	Newworld Manufacturing Company	01/06/03	05/17/04	25,221	25,221	75	0	64	29	58	4	4	4
	Partridge Mills, Inc.	06/09/03	05/17/04	38,551	38,551	60	0	59	50	9	4	4	4

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GUILFORD	Banner Pharmacaps, Inc.	01/06/03	06/30/04	52,692	41,129	55	0	55	55	0	5	4	5
HALIFAX	Reser's Fine Foods, Inc.	02/01/01	03/24/04	61,120	57,867	200	0	175	175	90	3	3	3
ISOTHERMAL	Parkdale Mills	07/01/02	09/15/03	47,355	17,941	163	0	163	163	12	5	5	5
JOHNSTON	Novo Nordisk Pharmaceutical	06/01/02	05/05/04	54,762	50,280	32	0	106	0	106	5	5	5
MARTIN	Ann's House of Nuts	05/06/02	06/30/04	54,505	49,063	152	0	23	0	23	4	5	4
	McMurray Fabrics, Inc.	11/12/01	12/15/03	68,091	68,091	250	0	88	28	65	NA	NA	NA
MCDOWELL	Baxter Health Care Systems	10/06/01	08/10/03	283,330	173,616	287	0	287	169	168	5	5	5
	Coats America	05/01/03	03/22/04	93,660	69,257	115	0	115	115	126	5	4	4
	Crane Resistoflex	06/26/02	07/31/03	64,607	55,964	65	60	42	35	60	5	5	5
MITCHELL	Advanced Tubing Technologies	02/12/03	02/20/04	29,518	29,518	55	0	44	36	11	4	4	4
	BestSweet, Inc.	03/01/03	06/24/04	19,771	19,771	68	0	22	0	22	4	4	4

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Mitchell cont'd	Trim Systems, LLC	02/03/03	12/18/03	10,935	10,935	70	0	100	8	100	5	5	5
MONTGOMERY													
	Longworth Industries, Inc.	01/12/04	06/30/04	8,568	8,568	24	0	24	24	0	5	4	5
PIEDMONT													
	Tietex Interiors	04/01/03	06/30/04	50,301	19,622	75	0	89	66	37	NA	NA	NA
	Vector Tobacco (USA) Ltd.	07/26/01	12/23/03	99,800	99,483	160	0	82	29	65	5	5	5
PITT													
	Caldwell Design, LLC	05/20/02	01/24/04	16,920	16,490	31	0	26	23	26	5	5	5
RICHMOND													
	Manis Custom Builders	05/01/02	12/18/03	37,611	36,710	250	0	78	78	8	5	5	5
ROCKINGHAM													
	Gildan Activewear UStex	12/01/00	11/17/03	69,275	6,800	22	0	22	12	10	5	5	5
	Loparex	10/28/02	10/28/03	4,596	4,596	12	12	12	12	0	5	4	5
ROWAN-CABARRUS													
	Randall Metals Corporation	03/01/03	06/09/04	8,634	8,490	20	0	33	18	33	4	4	4
SAMPSON													
	Dodgers Industries	02/03/03	05/03/04	26,305	26,018	53	0	53	53	49	5	5	5
	Squires Hardwoods, Kennedy	02/08/02	04/29/04	45,910	44,487	30	0	30	24	12	5	5	5



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SOUTHEASTERN	Kroy Building Products	11/15/00	12/30/03	8,722	1,522	64	0	64	51	64	4	4	4
TRI-COUNTY	Stoux Tools	11/20/99	10/30/03	222,618	212,797	265	0	265	154	265	5	5	5
VANCE-GRANVILLE	Revlon	02/01/01	01/31/04	733,499	671,825	1390	0	1763	922	1492	5	5	5
WAKE	Bloden	02/01/01	01/01/04	260,615	197,248	313	0	0	52	298	4	5	4
	John Deere Worldwide C & CE Head	09/07/01	03/07/04	51,408	49,926	210	0	0	0	235	5	5	5
	Nomacorc, LLC	02/01/02	06/30/04	77,493	70,132	85	0	0	98	196	4	4	4
WILKES	D & D Display	06/01/03	06/07/04	12,213	12,212	25	0	25	25	3	5	4	4
	Interflex Group-Carolina Division	05/30/01	06/30/04	62,580	62,130	64	171	64	64	171	5	5	5
WILSON	Purdue Pharmaceuticals, Inc.	10/06/03	04/19/04	4,620	4,400	24	0	24	0	24	NA	NA	NA
<b>TOTALS</b>		<b>56</b>		<b>4,809,342</b>	<b>4,105,023</b>	<b>7,294</b>	<b>430</b>	<b>5,967</b>	<b>3,984</b>	<b>5,736</b>	<b>4.60</b>	<b>4.40</b>	<b>4.42</b>

(\*) Due to the economic environment, the company did not grow to the projected employment level or the project did not materialize as expected. The project is closed.





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