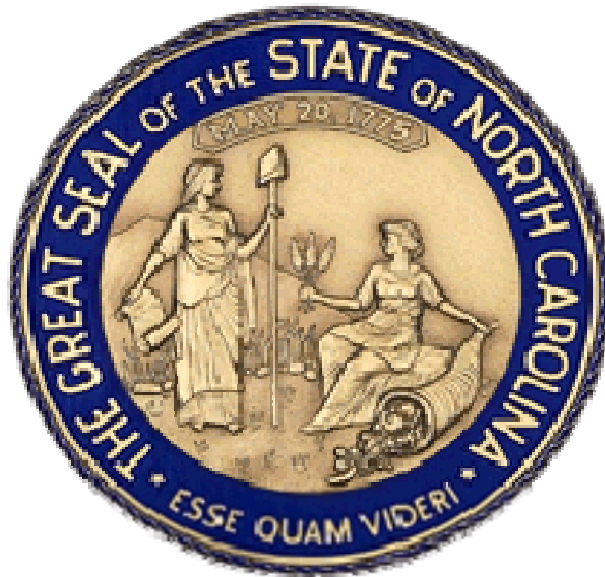


**The Community College  
New and Expanded Industry Training**

**Management Study**

**As Directed by Section 8.7 of Session Law 2006-66**

**April 2007**



*Prepared By:*

***Office of State Budget and Management***

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# INTRODUCTION

## *Scope of Study*

The Office of the State Budget and Management (OSBM) was directed by the General Assembly in Sections 8.7 of Session Law 2006-66 to conduct a study to analyze and evaluate the New and Expanding Industry Training (NEIT) Program of the North Carolina Community College System. This study examines the companies served, the number of times each company has been served, the number of jobs created, the length of time the company remained in North Carolina after receiving NEIT funds, and whether the company has maintained employment levels at the same level promised when training was received.

At the request of the Community College System, we expanded the scope of the study to include several issues System officials believed should be studied for improving the overall effectiveness of the NEIT Program. These include:

1. Determining whether NEIT funds should be held in a restricted reserve account to ensure funds are available for approved projects in future years,
2. Analyzing the adequacy of the NEIT administrative cost allowance,
3. Reviewing the types of training other than manufacturing which should be included in the NEIT Program.
4. Reviewing the relationship between the NEIT Program and the Focused Industry Training (FIT) and Customized Industry Training (CIT) programs,
5. Reviewing how the NEIT Program is leveraged with funds from other sources, such as the Golden Leaf Foundation, the North Carolina Work Force Development Commission, and the One North Carolina Fund, and
6. Determining whether NEIT training should generate budgeted full time equivalent (FTE) credits.

## *Methodology*

In order to conduct the study, the OSBM team performed the following tasks:

- Reviewed General Statutes related to the NEIT and other training programs,
- Interviewed community college officials,
- Identified the number of NEIT projects completed between July 1, 2002 and December 31, 2006 and the number of active NEIT projects as of June 30, 2006,
- Obtained NEIT Program appropriations and expenditures from July 1, 2001 to June 30, 2006,
- Visited nine community colleges (see Appendix A for more details),
- Obtained employment information from the North Carolina Employment Security Commission, and
- Analyzed program and financial information related to the NEIT Program.

# BACKGROUND

The beginning of the NEIT Program dates back to 1958 when North Carolina created the first customized training program in the United States. While the Program has changed over the years, the basic concept of providing industry-based skilled training to North Carolina's workforce is still in place today. The NEIT Program provides customized training assistance in support of new full-time jobs created in North Carolina. The Program enhances the growth potential of companies located in the State while preparing North Carolina's workforce with skills essential for successful employment in emerging industries.

The NEIT Program supports training assessments, program development, instructional costs, and on-the-job training for new employees involved in the direct production of goods and services and their first-line supervisors. Services include pre-employment assistance, training, facilities, equipment, supplies, and customized materials. The training is provided through community college faculty, third party contract instructors, and qualified company employees. The facilities, equipment, supplies, and materials are provided as needed for individual training courses. The length of NEIT projects is determined primarily by the amount of training needed for each type of job and the number of projected jobs. The maximum time that an NEIT project can last is 36 months.

To qualify for the NEIT Program, companies must create 12 or more new production jobs in excess of their previous 3-year maximum employment level and fall into an approved industry category. Selected North American Industry Classification System industry codes are used by the Community College System to determine the industries eligible for the Program. Presently, the Program is limited to 95 industry codes within seven industry categories—manufacturing; transportation and warehousing; information; professional, scientific, and technical services; construction; wholesale trade; and administrative and support. Table 1 shows that 87 percent of the industry codes eligible for the NEIT Program are related to manufacturing industries. Appendix B lists the 95 eligible industry codes.

**Table 1**

Distribution of NEIT Eligible Industry Codes		
Industry Category	Number of Codes	Percent
Manufacturing	83	87.4%
Information	4	4.2%
Transportation and Warehousing	3	3.2%
Professional, Scientific, and Technical Services	2	2.1%
Construction	1	1.1%
Wholesale Trade	1	1.1%
Administrative and Support	1	1.1%

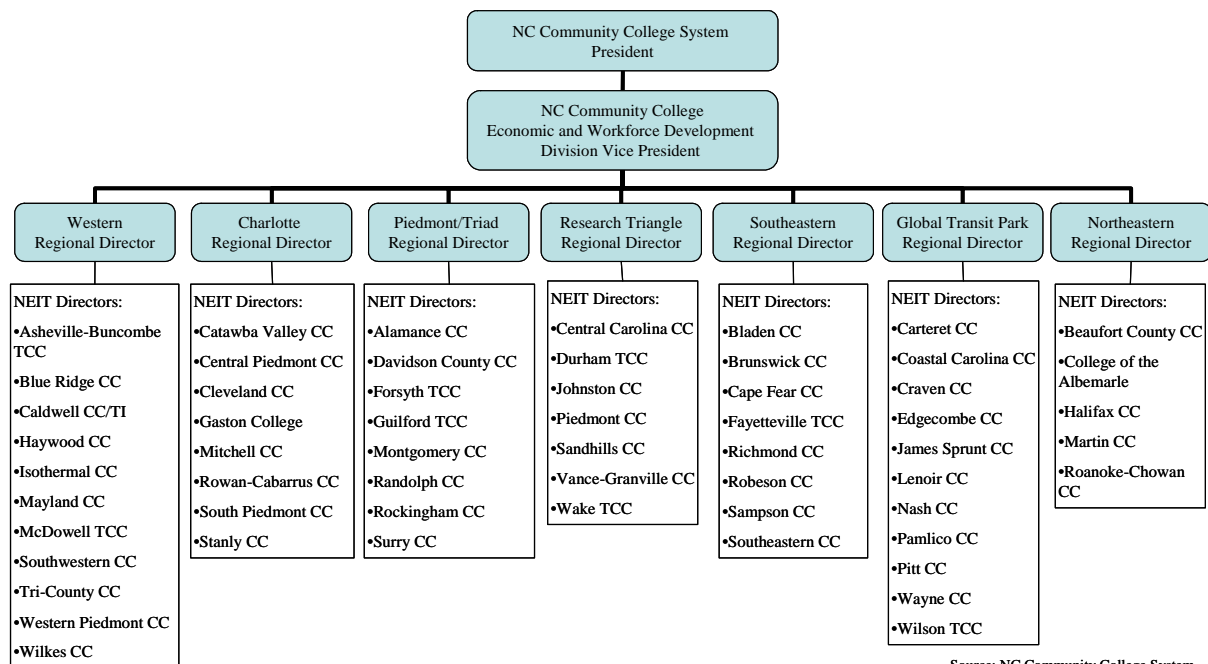
Source: NC Community College System

## Organizational Structure and Program Process

The Economic and Workforce Development Division of the North Carolina Community College System is responsible for the oversight and management of the NEIT Program. Exhibit 1 depicts the organizational structure of the NEIT Program.

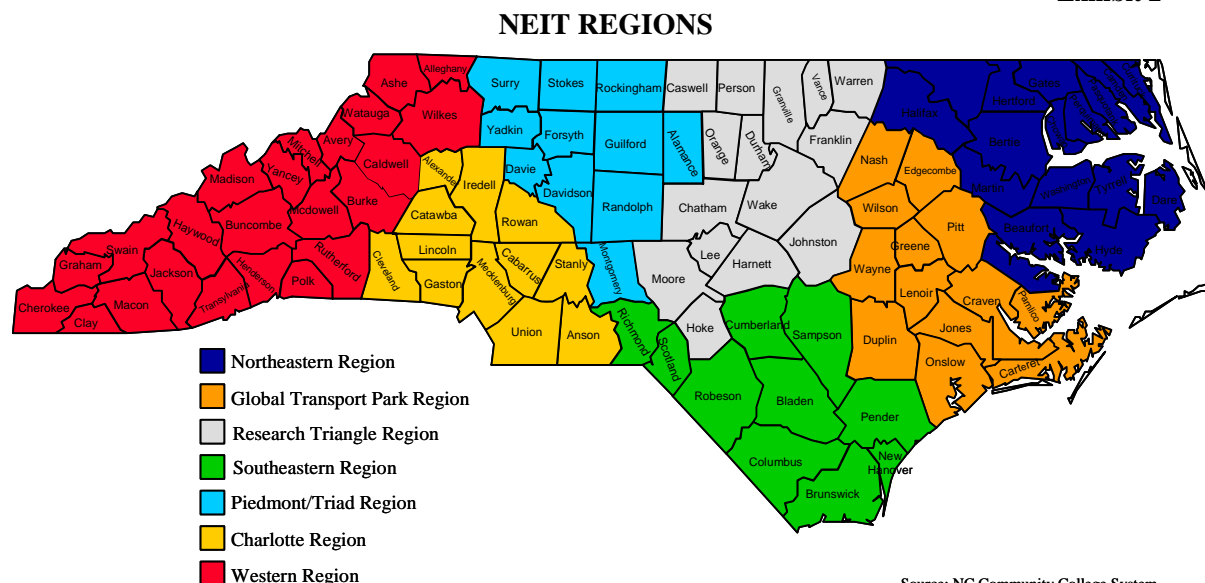
**Exhibit 1**

### Organizational Structure of the NEIT Program



Organizationally, the NEIT Program is managed by seven Regional Directors and administered by Program Directors at the 58 community college. Exhibit 2 identifies the seven NEIT regions. Some colleges have a limited number of NEIT projects; and therefore, the Program Directors at these colleges have other duties, such as managing the Focused Industry Training Program, Customized Industry Training Program, and/or other continuing education programs.

**Exhibit 2**



Community College System officials involved in the development and approval of NEIT projects include the Economic and Workforce Development Division staff, Regional NEIT Directors, and local community college NEIT Program Directors. The System makes financial and training commitments to the companies to persuade them to relocate to North Carolina or expand their existing workforce. It is important that the respective parties honor these commitments to ensure the State retains its reputation with the business community and assist businesses wishing to expand or relocate to North Carolina. Appendix C illustrates the approval process for NEIT projects.

The NEIT Program receives annual appropriation from the General Fund instead of generating funds through the traditional full-time equivalent method. General Statute 115D-5.1 allows local community colleges to receive five percent, not to exceed \$60,000 per year, of the NEIT project's cost as an administrative cost allowance.

### ***Historical Financial and Program Data***

Funding for the NEIT Program averaged \$13.4 million for fiscal years 2001-02 through 2005-06. Actual expenditures for the same period averaged \$5.1 million. Table 2 shows the amounts budgeted and expended for the Program for each fiscal years. The relatively low expenditures for fiscal years 2001-02 through 2004-05 are attributed to several factors. First, the economic decline during these years caused some industries to not expand their operations or relocate to North Carolina. Second, some industries that participated in NEIT projects during the economic decline reduced the number of new jobs which, in turn, reduced the amount spent for training. Lastly, expenditures for active projects are obligated at the time projects are approved, but may not be expended until future years. Since NEIT projects can last up to three years, the expenditures for these projects may be spread over a three year period. However the funds are reflected in the Community College System's budget as unobligated until they are expended. Thus, at any given

**Table 2**

<b>Funding for the NEIT Program FY 2002 - FY 2006</b>		
<b>Fiscal Year</b>	<b>Budgeted</b>	<b>Expended</b>
2001-02	\$ 20,891,667	\$ 3,662,583
2002-03	\$ 16,017,723	\$ 3,351,350
2003-04	\$ 10,140,253	\$ 4,156,409
2004-05	\$ 9,791,302	\$ 5,864,351
2005-06	\$ 10,253,366	\$ 8,703,156
<b>Total</b>	<b>\$ 67,094,311</b>	<b>\$ 25,737,849</b>
Source: Year-end BD 701Reports		

time the funds in the NEIT Program budget will appear to be greater than what is actually available for future NEIT projects.

The average number of new and expanded NEIT projects for fiscal years 2001-02 through 2005-06 was 63 and 90, respectively. During the five year period, an average of 14,339 individuals was trained for the NEIT projects with 67.4 percent of the training being provided by the community colleges or contractors and 32.6 percent by company instructors. The average cost per trainee was \$387 during the five fiscal years. Table 3 shows trends for the NEIT Program for fiscal years 2001-02 through 2005-06. Additional NEIT Program information is included in the Results section of this report starting on page 5.

**Table 3**

Trends in the NEIT Program							
FY 2002 - FY 2006							
Fiscal Year	Number of Companies (Projects)			Number of Trainees	Average Cost per Trainee	Percent Trained by	
	New	Expanded	Total			College <sup>a</sup>	Company
2001-02	65	90	155	14,771	\$ 365	61.0%	39.0%
2002-03	52	79	131	10,610	\$ 377	63.0%	37.0%
2003-04	38	83	121	10,117	\$ 398	78.0%	22.0%
2004-05	70	94	164	12,398	\$ 442	64.0%	36.0%
2005-06	92	105	197	23,799	\$ 352	71.0%	29.0%
<b>Average</b>	<b>63</b>	<b>90</b>	<b>153</b>	<b>14,339</b>	<b>\$ 387</b>	<b>67.4%</b>	<b>32.6%</b>

<sup>a</sup> Includes community college and contracted instructors

Source: North Carolina Community College System 2005-2006 Trends and Statistics Report.

### ***Related Programs and Activities***

The Community College System is responsible for two other industry training programs—Focused Industry Training (FIT) and Customized Industry Training (CIT). These programs provide training for companies and individuals that do not qualify for training under the NEIT Program. The FIT Program is designed to serve the special training needs of existing North Carolina industries by providing critical skills for existing workers as new technologies or procedural processes emerge for these industries. Through individualized needs assessments and consultations the FIT Program designs and implements training tailored for companies that need upgraded workers' skills because of changing technology. The CIT is a fairly new training program that provides greater flexibility for the Community College System to meet the retraining needs for workers of existing businesses. The CIT provides customized training for existing businesses and industries to improve their productivity and profitability and also ensure they remain in North Carolina.

A number of organizations provide assistance, funding, and other resources that complement the NEIT Program by contributing to economic incentive packages to entice companies to re-locate to or stay in North Carolina. Some of these funds may support certain types of training and equipment purchases that are not allowed under the NEIT Program. The Golden Leaf Foundation<sup>1</sup> is one of these organizations. Its overall purpose is to provide grants to strengthen North Carolina's long-term economy in communities that have been tobacco-dependent and/or economically depressed. While not directly involved with the NEIT Program, the Foundation has provided grants for some economic incentive packages in which new or expanding industries participated in NEIT training. Another organization is the North Carolina Commission on Workforce Development<sup>2</sup>. Its mission is to establish and guide a world class workforce development system that produces well-educated, highly skilled workers who perform at high levels and work in economically viable businesses that provide good jobs at good wages. In this capacity, the Commission has provided some tangential assistance to the NEIT Program through economic development and providing employment and training services. A third source of assistance is the One North Carolina Fund<sup>3</sup> which helps the State in recruiting and expanding quality jobs. The Fund also provides financial assistance to businesses and industries that are important to the healthy and growing North Carolina economy and are making significant efforts to expand in the State. Companies rely upon the Fund to install or purchase equipment; repair, improve, or renovate existing buildings; and construct new or improve existing utility services, but typically not training services.

<sup>1</sup> The Golden Leaf Foundation was created in 1999 as a nonprofit organization to administer half of North Carolina's share of the settlement with cigarette manufacturers.

<sup>2</sup> The North Carolina Commission on Workforce Development was established in March 1993 to serve as the State's principle policy group for workforce development.

<sup>3</sup> The One North Carolina Fund was created in 1993 to help the State achieve its stated goal of economic growth through uniform regional prosperity.

# RESULTS

## *NEIT Program Efforts and Accomplishments*

There were 268 NEIT projects completed between July 1, 2002 and December 31, 2006, resulting in 29,258 new jobs in North Carolina. The total expenditures for the completed projects were about \$16.8 million for an average cost of \$575 per job created. For these projects, the community colleges trained 25,184 individual with their own faculty or contract instructors and company instructors trained 19,048 individuals. In many instances individuals were trained by both community college and company instructors. Table 4 shows the number of completed projects by community college and Appendix D lists the companies and some details about each project.

In addition to completed projects, the community colleges had 125 active projects<sup>4</sup> as of June 30, 2006. For these active projects, the community colleges and companies together trained 19,508 individuals at a cost of \$7.3 million. These active projects are projected to create 20,780 new jobs in the State. Table 4 also shows the number of active projects by community college and Appendix E lists the companies and some details about each project.

**Table 4**

Number of Completed and Active NEIT Projects by Community College July 1, 2002 through December 31, 2006									
College	Complete Projects		Active Projects		College	Complete Projects		Active Projects	
	No. of Projects	Actual Jobs	No. of Projects	Projected Jobs		No. of Projects	Actual Jobs	No. of Projects	Projected Jobs
Alamance	3	276	0	0	Martin	4	700	1	61
Asheville-Buncombe	16	1,078	7	530	Mayland	3	315	3	581
Beaufort	6	293	1	36	McDowell	6	535	3	447
Bladen	5	171	2	170	Mitchell	11	890	1	400
Blue Ridge	7	516	3	240	Montgomery	4	311	0	0
Brunswick	4	407	0	0	Nash	2	664	1	345
Caldwell	3	198	2	128	Pamlico	0	0	0	0
Cape Fear	1	381	3	1,495	Piedmont	3	310	3	560
Carteret	0	0	0	0	Pitt	6	287	3	210
Catawba Valley	4	86	7	1,072	Randolph	5	246	2	186
Central Carolina	8	874	6	1,096	Richmond	7	805	3	525
Central Piedmont	13	1,444	5	1,900	Roanoke-Chowan	1	11	0	0
Cleveland	10	2,264	0	0	Robeson	1	148	2	242
Coastal Carolina	0	0	2	104	Rockingham	5	360	3	520
College of the Albemarle	2	50	1	80	Rowan-Cabarrus	5	440	4	968
Craven	2	764	2	560	Sampson	3	248	1	45
Davidson	2	155	2	130	Sandhills	3	172	2	202
Durham	5	1,123	5	1,041	South Piedmont	1	45	0	0
Edgecombe	3	784	2	160	Southeastern	5	190	1	180
Fayetteville	0	0	0	0	Southwestern	5	191	1	70
Forsyth	1	40	2	1,172	Stanly	5	196	2	100
Gaston	13	1,221	5	660	Surry	5	129	2	250
Guilford	4	469	1	28	Tri-County	6	927	1	135
Halifax	2	1,250	1	160	Vance-Granville	7	2,590	4	820
Haywood	3	149	1	30	Wake	7	1,096	11	2,174
Isothermal	6	889	2	66	Wayne	4	130	0	0
James Sprunt	0	0	0	0	Western Piedmont	2	200	2	155
Johnston	7	609	1	150	Wilkes	13	329	2	382
Lenoir	3	896	1	35	Wilson	6	406	3	179
Denotes community colleges visited by OSBM staff.					Total	268	29,258	125	20,780

Source: NC Community College System

<sup>4</sup> Thirteen projects that were active as of June 30, 2006 were subsequently completed before December 31, 2006, and have been included in the list of completed projects.

The length of time spent on projects can range from one month to three years. Time variances are due to the complexity of job skills required, the number of jobs needed, and the momentum of a company's expansion. The average time spent by community colleges for the 268 completed projects was 22 months with 40 percent of the project taking 2-years or longer to complete. The estimated average time to complete the 125 active projects is 30 months. Table 5 shows the breakdown of projects by the length of time to complete.

**Table 5**

Length of Time for Projects		
Number of Months	Number of Completed Projects	Number of Active Projects <sup>a</sup>
0 to 6	7	0
7 to 12	49	3
13 to 18	51	6
19 to 24	53	24
25 to 30	43	14
31 to 36	65	78
<sup>a</sup> Completion time for active projects are estimates Source: NC Community College		

**Table 6**

Companies with NEIT Projects Between July 1, 2002 through June 30, 2006 10 Year History				
Number of Companies	Number of Projects Received Over Prior 10	Status of Project		Total Projects
		Completed	Active	
266	1	180	86	266
52	2	79	25	104
14	3	35	7	42
3	4	7	5	12
1	7	5	2	7
<b>336</b>		<b>306</b>	<b>125</b>	<b>431</b>
Source: NC Community College System & Local Community Colleges				

The 393 completed and active projects shown in Appendices D and E represent 336 companies. A 10-year history of these companies revealed 79 percent of the companies received NEIT services only one time. Seventy companies (21%) participated in the Program two or more times. Table 6 shows the number of times these companies participated in the NEIT Program and the status of their respective projects. Appendix F identifies the companies and their 10-year history with the NEIT Program.

## Employment Status

The Employment Security Commission (ESC) provided employment information as of September 2006 for 172 of the 268 projects<sup>5</sup> completed between July 1, 2002 and December 31, 2006. Of the 172 companies, 155 (90%) are still operating in North Carolina and 17 (10%) have closed. For the companies still operating in the State, 45 (29%) are within their first year of operation since completing their NEIT projects. Table 7 shows the length of time the 172 companies have operated in North Carolina since completing their NEIT projects.

**Table 7**

Length of Time Companies Operated in NC		
Companies Still Operating in NC	Companies Not Operating in NC	Number of month
	3	Closed Prior to Completion
32	4	Up to 6 months
13	5	7 to 12 months
24	1	13 to 18 months
8	0	19 to 24 months
29	1	25 to 30 months
11	1	31 to 36 months
21	0	37 to 42 months
17	2	Over 42 months
<b>155</b>	<b>17</b>	
Source: The Employment Security Commission, the NC Community College System, local chambers of commerce, and local economic development organizations.		

<sup>5</sup> The ESC was unable to provide the employment levels for 96 of the 268 companies because of missing ESC information, inconsistencies between Community College System and ESC data, companies with multiple ESC accounts, and errors in companies' employee records.



Approximately 70 percent of the 17 closed companies stopped operating within one year of completing NEIT training. Table 8 shows information for the 17 companies that had closed as of December 31, 2006. The 17 companies remained open after completing their NEIT training an average of 13.5 months. One company never started operating and two companies stopped operating prior to completing their NEIT projects. The State spent \$390,497 providing pre-employment assistance and training to the 17 companies. The 17 companies had planned to create 1,681 new jobs, but they hired only 497 before closing their operations.

**Table 8**

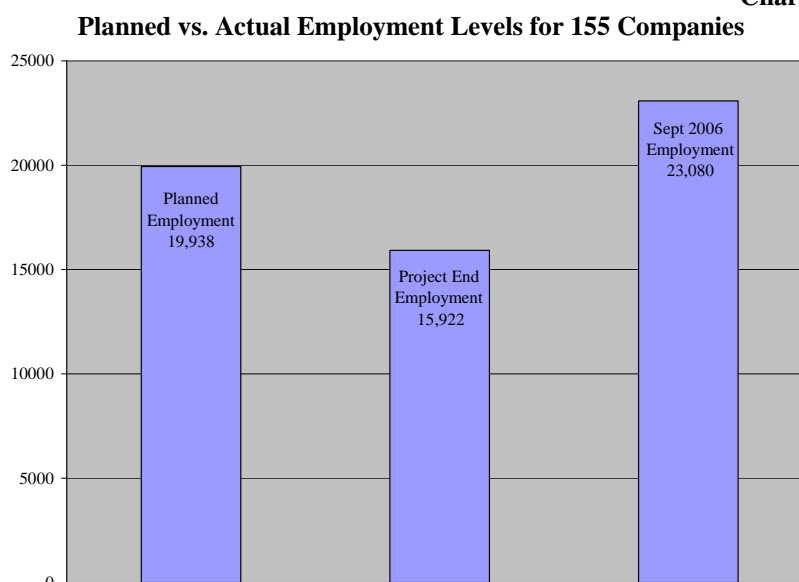
<b>Closed Companies as of December 31, 2006</b>							
<b>Company</b>	<b>New or Expanding Company</b>	<b>Planned New jobs</b>	<b>Project End Date</b>	<b>Actual New Hires</b>	<b>Date Company Closed</b>	<b>Number of Months Company Operated after Project Closed <sup>a</sup></b>	<b>Expenditures</b>
Aluminum Casting Technology	New	80	09/21/05	11	02/14/05	(7)	\$ 560
American Datamed	New	200	06/30/05	70	12/31/05	6	\$ 65,759
Axle Alliance Company	New	500	02/02/06	48	12/31/05	(1)	\$ 26,140
Bekenton	Expanding	160	02/21/06	2	10/31/06	8	\$ 12,593
Bullhammer Technologies, Inc.	New	25	06/10/03	13	09/30/03	4	\$ 34,908
Chatham-Borgstena Auto Fabrics	Expanding	70	06/24/03	7	12/31/04	18	\$ 790
COPE Industries, Inc.	New	60	09/30/04	62	03/31/05	6	\$ 9,371
Cytosol Ophthalmics	Expanding	55	02/01/03	35	11/30/06	46	\$ 44,949
E-Flex Corp.	New	75	06/06/03	65	07/31/05	26	\$ 118,700
H Power Corp.	New	39	01/02/03	45	12/31/03	12	\$ 1,536
LeSportSac	Expanding	30	06/30/03	20	02/28/04	8	\$ 6,162
MarCo-plus	New	36	12/01/05	12	05/31/06	6	\$ 14,697
MSD North Carolina, Inc.	New	120	06/23/05	75	06/30/06	12	\$ 1,892
Talon International	New	40	10/06/05	0	08/30/06	11	\$ 11,549
Tarlton's Truck & Trailers	Expanding	24	02/01/06	16	01/31/06	0	\$ 18,156
Tempico Mid-Atlantic, LLC	Expanding	24	02/28/03	6	09/30/06	43	\$ 2,400
Wilkes Glove, LLC	New	143	06/30/03	10	01/31/06	31	\$ 20,335
<b>Total</b>		<b>1,681</b>		<b>497</b>			<b>\$ 390,497</b>

<sup>a</sup> Parentheses denote the number of months the companies were closed before the NEIT project was closed by the Community College System.

Source: ESC, local economic development organizations, Chambers of Commerce, and local community colleges

For the 155 companies still operating in North Carolina, we analyzed the planned employment levels and the actual jobs filled at the time the projects ended and as September 2006. These companies planned to create 19,938 new jobs in North Carolina and at the end of the projects 15,922 new jobs had been filled. These companies achieved 80 percent of their planned employment by the time the project ended. However, as of September 2006 the employment level for these companies had increased to 23,080, representing 116 percent of the planned employment level. Chart 1 shows the planned verses the actual employment levels for the 155 companies.

**Chart 1**



Fifty-nine of the 155 companies had reached the planned employment levels at the time that their NEIT projects ended and 55 companies had maintained their planned employment levels as of September 2006. Some companies came within a few jobs of meeting their planned

employment levels while others were significantly below their planned levels. Chart 2 shows company's success in meeting planned employment levels at the end of the project and Chart 3 shows companies' success in meeting planned employment as of September 2006. According to community college officials, many of the projects may not reach the planned employment levels because (1) planned numbers of new jobs are the companies' best estimates, (2) downturns in the economy impacts companies expected production, (3) anticipated contracts for companies' products do not materialize, and (4) technology efficiencies result in fewer employees being needed to accomplish production needs.

Chart 2  
**Companies' Success in Meeting Planned Employment Level  
As of the End of the Project**

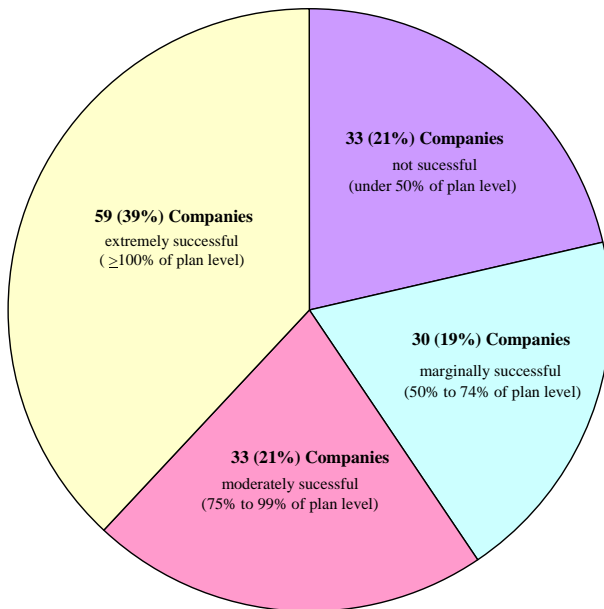
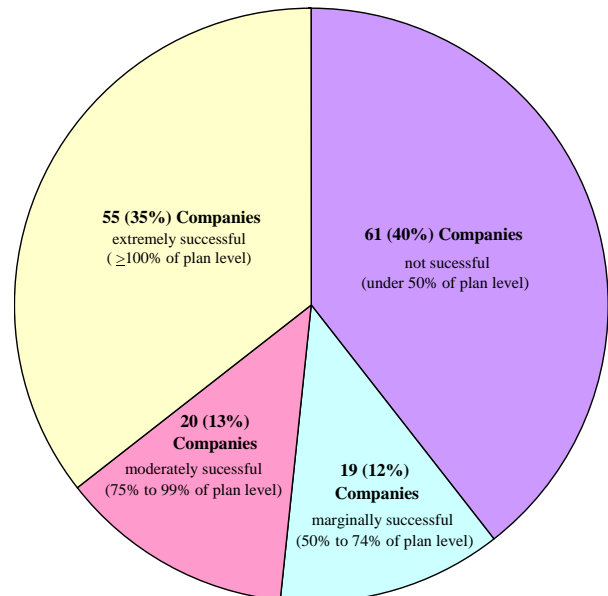


Chart 3  
**Companies' Success in Meeting Planned Employment Level  
As of September 2006**



## FINDINGS AND RECOMMENDATIONS

While addressing the issues mandated by Sections 8.7 of Session Law 2006-66, we noted a number of other issues that the General Assembly and Community College System may consider in their efforts to improve the effectiveness and efficiency of the NEIT Program.

### *Accounting for Obligated Funds*

NEIT projects can last up to three years. Expenditures for these projects may be spread over a three year period; however the funds needed for these projects are reflected in the Community College System's budget as unobligated until they are expended. Thus, at any given time the funds in the NEIT Program budget will be greater than what is actually available for future NEIT projects. Currently, several large NEIT projects are committed to spend a million dollars or more on each project. Yet, much of the funding for these projects will appear as part of the NEIT Program's unobligated budget until the System actually incurs expenditures for these and other projects. System officials believe that keeping the funds committed to projects in its unobligated budget gives the impression that the NEIT Program has more funds for future projects than is actually available.

The Community College System should be allowed to earmark the funds committed to a project when the project is approved. This would provide a more accurate accounting of obligated and unobligated funds and provide a more accurate representation of NEIT activities. The committed funds could be transferred into a restricted, non-reverting account within the NEIT budget. If the Community College System is allowed to earmark the committed funds in a

restricted, non-reverting account, it should be diligent in de-obligating any unused funds as soon as projects are completed.

### ***Administrative Cost Allowance***

General Statute 115D-5.1 allows local community colleges to receive five percent, not to exceed \$60,000 per year, of the NEIT project's cost as an administrative cost allowance. All of the NEIT Directors at the community colleges we visited believed that the administrative cost allowance percentage should be increased, although none could provide us with the exact cost related to the development and start up of projects or the cost to manage the projects once training begins. According to the Vice President of the Economic and Workforce Development Division of the Community College System, a recent study of state industry training programs shows that North Carolina has one of the lowest administrative cost allowances in the United States, and many states have administrative allowances of 10 to 20 percent.

Some Program Directors believed that a fixed administrative allowance should be used to cover the development and start up of projects and a percentage factor applied to the projects' cost to cover the day to day administrative cost of managing projects after the training phase begins. Community College System managers also believed that the current five percent allowance does not adequately cover the colleges' administrative cost of developing and managing NEIT projects. While System managers agreed that the fixed administrative allowance seems feasible, they recommended that the fixed allowance be based on a sliding scale according to the size of the individual projects rather than one fixed amount for all projects. In addition to the fixed allowance, System managers felt that the five percent administrative allowance should be increased.

OSBM believes that the current administrative cost allowance for local community colleges does not adequately cover all of the administrative costs of developing and managing NEIT projects, and that the \$60,000 annual limit for individual projects should be eliminated. Further, the administrative costs incurred by community colleges in developing and managing their NEIT projects should be studied to determine a more reasonable process for covering the true administrative cost associated with the NEIT Program.

### ***Industries Eligible to Participate in the NEIT Program***

Selected North American Industry Classification System industry codes are used to determine the industries eligible for the Program. To participate in the NEIT Program, companies must qualify under one of the approved industry codes. Presently, the Program is limited to 95 industry codes that fall within seven industry categories—manufacturing; administrative and support; transportation and warehousing; information; construction; wholesale trade; and professional, scientific, and technical services. As shown in table 1 on Page 2, the manufacturing category has 87% of the codes (See Appendix B for a list of the 95 codes).

Over the last 15 to 20 years, North Carolina's economy has shifted from manufacturing industries to technology, health, and other non-manufacturing industries. The Community College System has expanded the types of industries that are eligible to participate in the NEIT Program in recent years to include some of these industries. However, as shown in Table 9 the types of industries represented by the 111 completed and active projects reviewed at nine community colleges were predominantly manufacturing.

**Table 9**

<b>Active and Completed Projects by Industry Category</b>				
<b>Industry Category</b>	<b>Completed Projects</b>	<b>Active Projects</b>	<b>Total Projects</b>	<b>Percent</b>
Manufacturing	67	28	95	85.6%
Administrative and Support	4	5	9	8.1%
Transportation and Warehousing	4	0	4	3.6%
Information	1	2	3	2.7%
Construction	0	0	0	0.0%
Wholesale Trade	0	0	0	0.0%
Professional, Scientific, and Technical Services	0	0	0	0.0%
<b>Total</b>	<b>76</b>	<b>35</b>	<b>111</b>	<b>100.0%</b>
Source: NC Community College System				

Community college Program Directors believe that the list of eligible industry codes should be further expanded to bring the Program's training more in line with the training needs of newer types of industries in the State. The Program Directors identified a number of industries that they believe should be eligible to participate in the NEIT

Program to include information technology, research and development, agri-business, health and medicine, biotechnology, and golf course/landscaping management. The Community College System should examine its current list of eligible industries, and look for opportunities to expand the list to include newer types of industries that are becoming a greater part of North Carolina's economy.

### ***Full Time Equivalent Credits vs. Appropriations from General Funds***

Unlike traditional curriculum degrees offered by the Community Colleges System which are funded by full time equivalent (FTE) credits, the NEIT Program is supported by annual appropriations from the General Fund. This allows the System more flexibility in providing NEIT training that often includes classes with a small number of students and instructors with special expertise who command higher instructional fees. In both cases, the NEIT Program enjoys the flexibility of designing training courses that meet the needs of participating industries, without being limited by the restrictions of generating FTE credits. Because of the uniqueness of the NEIT Program, OSBM believes that the funding for the NEIT Program should continue from appropriated funds.

### ***Review and Update the NEIT Program Guidelines and Policies***

The NEIT Program guidelines currently being used by the Community College System date back to April 18, 1997. While much of the guidance is still applicable for the Program, we noted some areas where the guidelines no longer adequately address certain aspects of the Program. Specifically,

- There were very diverse methods in the ways the community colleges' NEIT Program Directors and staffs maintained documentation at the nine colleges we visited. The difference among NEIT projects ranged from well organized files for individual projects at some schools to missing or incomplete documentation for projects at other schools. In some instances, the NEIT Project Directors had to request documentation from the Regional NEIT Director or the Community College System. We also noted inconsistencies among colleges in the information recorded on the project profiles and other documents.
- Company personnel that are used as NEIT instructors are reimbursed at their normal hourly rate, not to exceed \$26.50 per hour. In contrast, the hourly rates for some contract instructors are over \$600, especially for instructors with specialized skills. Even the community college instructors' salaries are higher than \$26.50 per hour.
- There were considerable delays between the times some companies stopped receiving training or the company began downsizing and the close out of the projects. In fact, some projects were not closed by the community college NEIT Program Directors until 6 to 8 months after the training ended.
- The NEIT Program appears to have considerable turnover in the NEIT Program Directors at the community college level, thus creating uncertainty for new personnel in managing the NEIT projects. This turnover in personnel may be contributing to the inconsistencies in project documentation.

Because of these issues, OSBM believes that the Community College System should review and update its current guidelines and policies for the NEIT Program to ensure completeness and uniformity among the local community colleges. Further, the Community College System should consider including in its guidelines a requirement that all new NEIT Regional and Program Directors receiving training related to the administration and management of the Program to ensure complete and uniform management and documentation for the NEIT Program throughout the System.

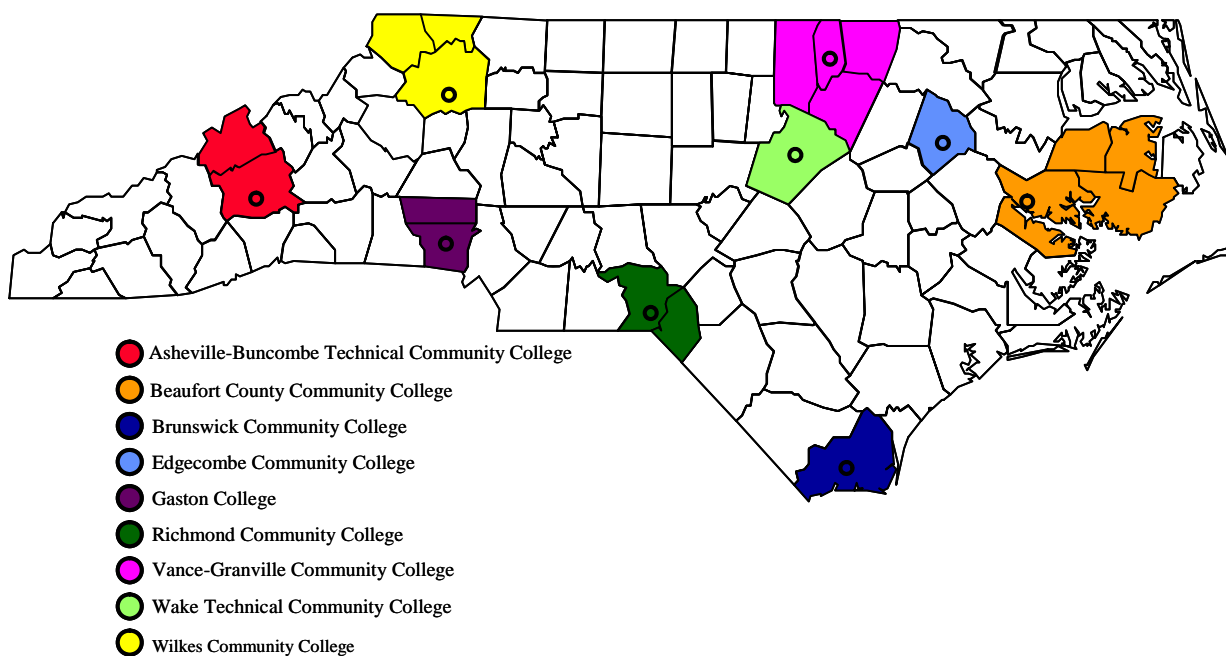
## **ACKNOWLEDGEMENTS**

OSBM wishes to express its appreciation to the staff and managers of the Community College System and Employment Security Commission for their cooperation during the performance of this study.

## Community College Site Visits

To verify the accuracy and completeness of the information reported by the Community College System for the NEIT Program, nine community colleges were visited. The selection was based on the community college's geographical location and the number of completed and active NEIT projects. The map shows the colleges that were visited and the College's service area. The sample selection represented 28.2 percent of all NEIT projects and 27.8 percent of all jobs created or anticipated for the review period of June 1, 2002 through June 30, 2006.

**Community Colleges Visited**



A total of 111 projects were reviewed and included 76 projects completed between July 1, 2002 and December 31, 2006 and 35 active projects as of June 30, 2006. The completed projects resulted in 8,603 new jobs and the active projects are anticipated to create 5,287 new jobs. The Table shows the distribution of projects and job creation for each of the colleges visited.

Sample Projects by Colleges				
College	Complete Projects		Active Projects	
	No. of Projects	Actual Jobs	No. of Projects	Anticipated Jobs
Asheville Buncombe	16	1,078	7	530
Beaufort County	6	293	1	36
Brunswick	4	407	0	0
Edgecombe	3	784	2	160
Gaston	13	1,221	5	660
Richmond	7	805	3	525
Vance-Granville	7	2,590	4	820
Wake	7	1,096	11	2,174
Wilkes	13	329	2	382
<b>Total</b>	<b>76</b>	<b>8,603</b>	<b>35</b>	<b>5,287</b>

Source: NC Community College System

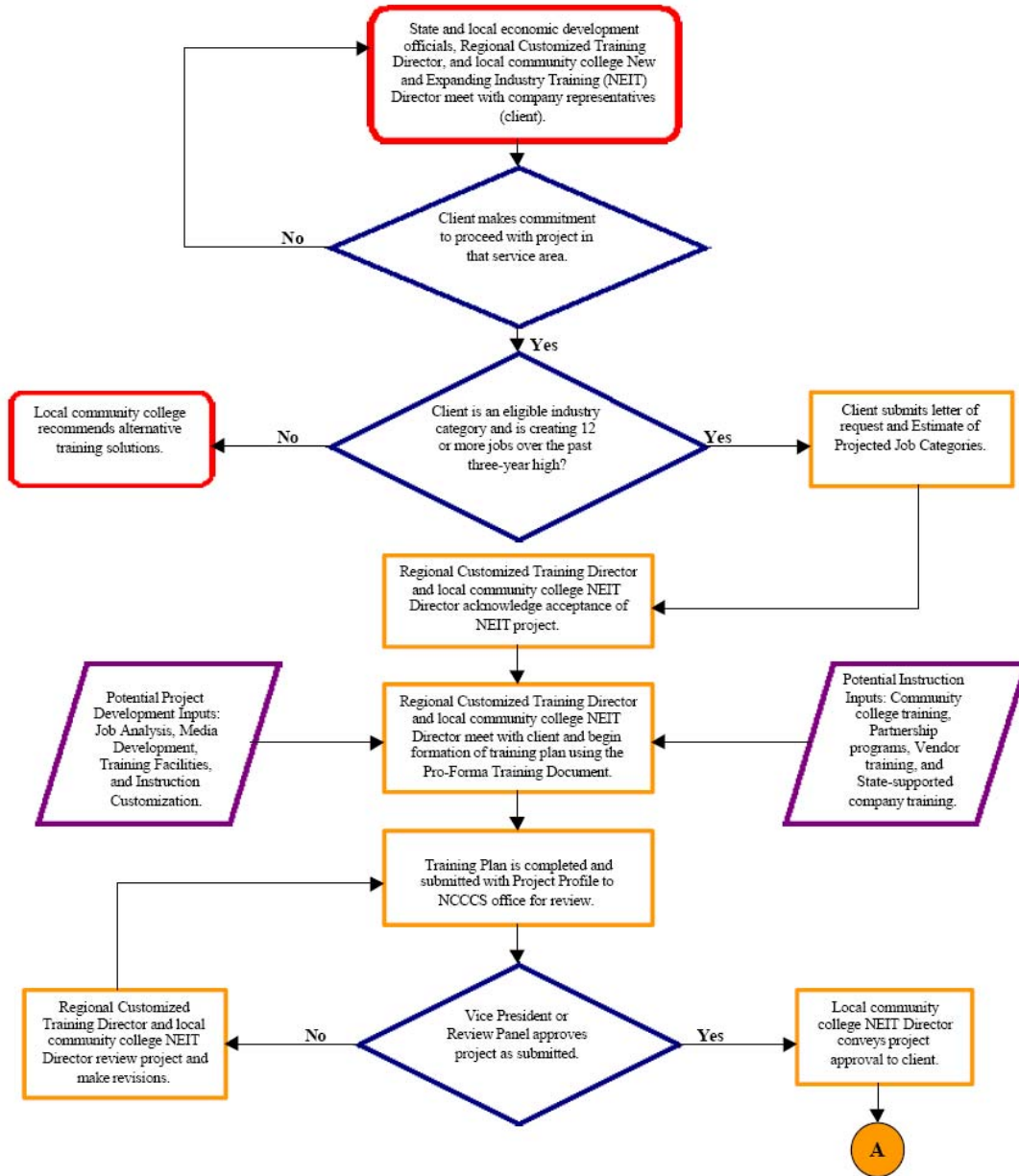
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NEIT Eligible Industry Codes		
<b>23 = Construction</b>		3326 Spring & Wire Product Manufacturing
2332 Modular House Assembly & Install. on site		3327 Machine Shops; Turned Product; etc Manufacture
		3328 Coating, Engraving, Heat Treating & Allied
<b>31-33 = Manufacturing</b>		3329 Other Fabricated Metal Product Manufacturing
3111 Animal Food Manufacturing		3331 Agricultural, Construction & Mining Machine
3112 Grain and Oilseed Milling		3332 Industrial Machinery Manufacturing
3113 Sugar & Confectionary Product Manufacturing		3333 Commercial & Service Industry Machinery
3114 Fruit & Vegetable Preserving & Specialty		3334 Ventilation, Heating, Air Conditioning
3115 Dairy Product Manufacturing		3335 Metalworking Machinery Manufacturing
3116 Animal Slaughtering & Processing		3336 Engine, Turbine & Power Transmission Equip.
3117 Seafood Product Preparation & Packaging		3339 Other General Purpose Machinery Manufacturing
3118 Bakeries & Tortilla Manufacturing		3341 Computer & Peripheral Equip. Manufacturing
3119 Other Food Manufacturing		3342 Communications Equipment Manufacturing
3121 Beverage Manufacturing		3343 Audio & Video Equipment Manufacturing
3122 Tobacco Manufacturing		3344 Semiconductor & Other Electronic Component
3131 Fiber, Yarn, & Thread Mills		3345 Navigational, Measuring, Electro-medical
3132 Fabric Mills		3346 Manufacturing & Reproducing Magnetic
3133 Textile & Fabric Finishing & Fabric Coat		3351 Electric Lighting Equipment Manufacturing
3141 Textile Furnishing Mills		3352 Household Appliance Manufacturing
3149 Other Textile Product Mills		3353 Electrical Equipment Manufacturing
3151 Apparel Knitting Mills		3359 Other Electrical Equip & Component
3152 Cut & Sew Apparel Manufacturing		3361 Motor Vehicle Manufacturing
3159 Apparel Accessories & Other Apparel Man.		3362 Motor Vehicle Body & Trailer Manufacturing
3161 Leather & Hide Tanning & Finishing		3363 Motor Vehicle Parts Manufacturing
3169 Other Leather & Allied Product Manufacturing		3364 Aerospace Product & Parts Manufacturing
3211 Sawmills & Wood Preservation		3365 Railroad Rolling Stock Manufacturing
3212 Veneer, Plywood, & Engineered Wood Prod.		3366 Ship & Boat Building
3219 Other Wood Product Manufacturing		3369 Other Transportation Equip Manufacturing
3221 Pulp, Paper, & Paperboard Mills		3371 Household & Institutional Furniture
3222 Converted Paper Product Manufacturing		3372 Office Furniture (including Fixtures)
3231 Printing & Related Support Activities		3379 Other Furniture Related Product Manufacturing
3241 Petroleum & Coal Products Manufacturing		3391 Medical Equipment & Supplies Manufacture
3251 Basic Chemical Manufacturing		3399 Other Miscellaneous Manufacturing
3252 Resin, Synthetic Rubber & Artificial Syn		
3253 Pesticide, Fertilizer & Other Agriculture		<b>42 = Wholesale Trade</b>
3254 Pharmaceutical & Medicine Manufacturing		4221 Office Products Distribution
3255 Paint, Coating & Adhesive Manufacturing		
3256 Soap, Cleaning Compound & Toilet Prep		<b>48-49 = Transportation and Warehousing</b>
3259 Other Chemical Product & Preparation Man		4811 Scheduled Air Transportation
3261 Plastics Product Manufacturing		4812 Nonscheduled Air Transportation
3262 Rubber Product Manufacturing		4931 Warehousing & Storage
3271 Clay Product & Refractory Manufacturing		
3273 Cement & Concrete Product Manufacturing		<b>51 = Information</b>
3279 Other Nonmetallic Mineral Product Manufacture		5112 Software Publishers
3311 Iron & Steel Mills & Ferroalloy Manufacturing		5133 Telecommunications
3312 Steel Product Manufacturing-Purchased Steel		5141 All Other Information Services
3313 Alumina & Aluminum Production & Process		5142 Data Processing Services
3314 Nonferrous Metal (except Aluminum)		
3315 Foundries		<b>54 = Professional, Scientific, and Technical Services</b>
3321 Forging & Stamping		5415 Computer Systems Design & Related Serv.
3322 Cutlery & Hand tool Manufacturing		5417 Research & Development - Phys,Egnr,L.Sci
3323 Architectural & Structural Metals Manufacturing		
3324 Boiler, Tank & Shipping Container Manufacture		<b>56 = Administrative and Support</b>
3325 Hardware Manufacturing		5614 Business Support Services (Customer Ser)
Source: NC Community College System		

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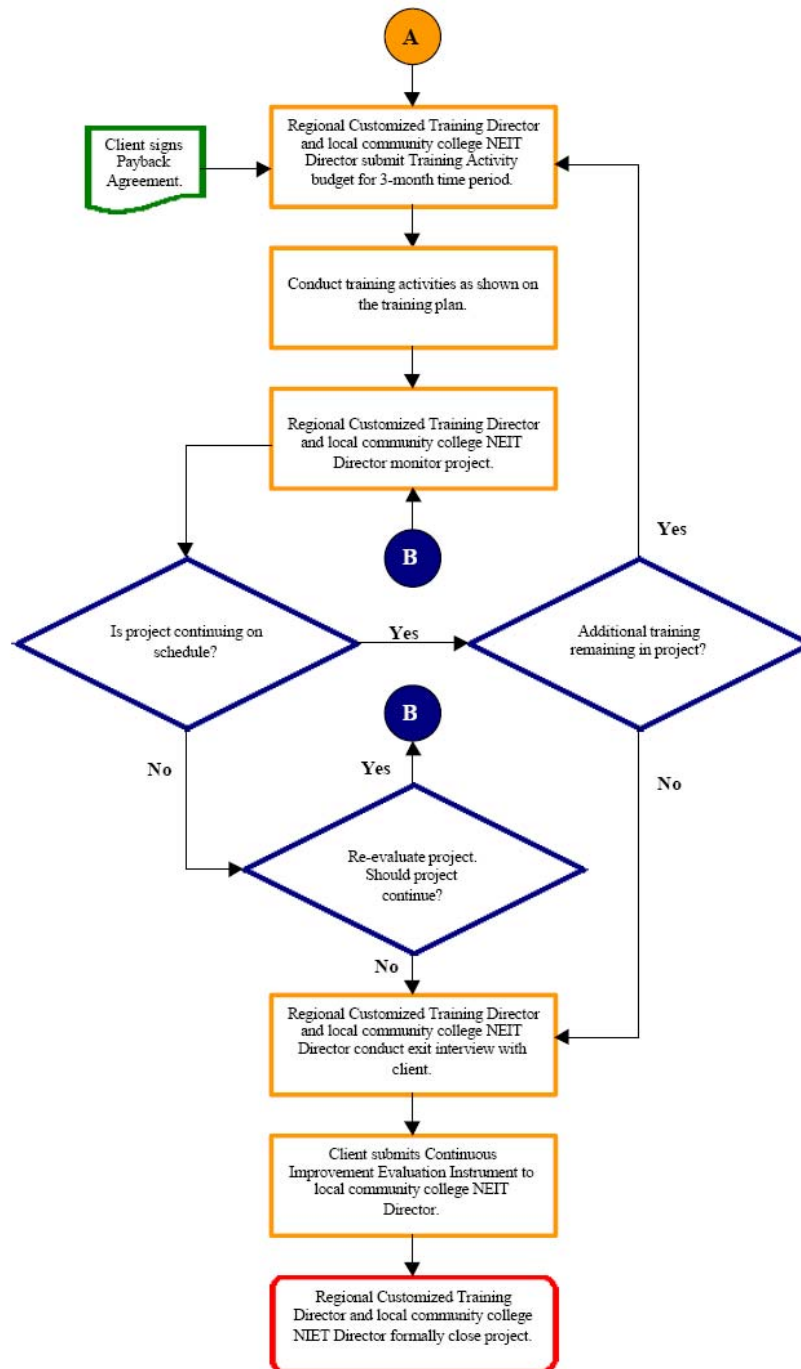


**North Carolina Community College System  
NEW AND EXPANDING INDUSTRY TRAINING PROGRAM MODEL**



Source: North Carolina Community College System

## APPENDIX C



Source: North Carolina Community College System

Completed NEIT Project Between July 1, 2002 and December 31, 2006								
Community College	Company	Start Date	End Date	Expenditures	Positions Filled	Projected Number of Trainees	Trained by Company Instructors	Trained by College Instructors
Alamance	Honda Power Equipment Mfg., Inc.	01/12/04	06/30/06	\$92,720	142	200	0	600
Alamance	W.S. Badcock Corporation	01/10/05	06/30/06	\$17,634	77	65	77	51
Alamance	LabCorp	06/04/01	06/30/04	\$35,198	57	120	57	57
Asheville-Buncombe	Welch-Allyn	07/01/01	10/30/02	\$19,470	65	20	44	17
Asheville-Buncombe	Mills Manufacturing	01/10/02	12/30/02	\$36,516	47	50	47	47
Asheville-Buncombe	Kendro Laboratory Products	02/01/01	02/01/03	\$73,717	59	23	23	50
Asheville-Buncombe	National Wiper Alliance	01/12/01	03/12/03	\$3,055	16	25	14	16
Asheville-Buncombe	Bullhammer Technologies, Inc.	11/01/02	06/10/03	\$34,908	13	25	0	13
Asheville-Buncombe	Eaton Cutler-Hammer	08/01/00	06/30/03	\$219,947	350	66	350	350
Asheville-Buncombe	LeSportSac	08/21/02	06/30/03	\$6,162	20	30	20	0
Asheville-Buncombe	Plasti-Form	11/28/00	11/28/03	\$56,044	208	250	226	180
Asheville-Buncombe	Pechiney Plastic Packaging	11/15/01	12/15/03	\$6,680	30	39	8	39
Asheville-Buncombe	NYPRO Asheville	02/01/02	12/18/03	\$49,046	50	100	42	50
Asheville-Buncombe	Shorewood Packaging Corporation	08/23/02	06/30/04	\$41,174	31	31	31	31
Asheville-Buncombe	Rotec	05/15/03	05/15/05	\$1,418	33	80	0	33
Asheville-Buncombe	American Datamed	04/01/03	06/30/05	\$65,759	70	200	90	9
Asheville-Buncombe	Borg Warner Turbo Systems	11/11/03	02/01/06	\$15,093	24	21	24	24
Asheville-Buncombe	Plasticard Locktech International	07/01/03	08/30/06	\$23,072	24	24	0	24
Asheville-Buncombe	Avail Medical	12/01/03	12/01/06	\$2,685	38	38	0	10
Beaufort	Impressions Marketing Group	09/04/00	12/06/02	\$70,858	108	200	77	97
Beaufort	Tempico Mid-Atlantic, LLC	01/28/02	02/28/03	\$2,400	6	24	6	0
Beaufort	Flanders Filters Corp.	02/05/01	04/11/03	\$14,331	85	83	0	85
Beaufort	Impressions Marketing Group	01/10/05	01/30/06	\$14,060	42	39	63	77
Beaufort	PrettI Noma Systems	03/10/03	03/29/06	\$70,743	51	84	87	98
Beaufort	Camfil-Farr	07/01/03	05/10/04	\$350	1	12	0	1
Bladen	Greif Brothers Corp.	08/06/03	06/30/03	\$1,045	61	25	56	7
Bladen	Squires Hardwoods, Inc.	03/01/02	06/30/03	\$4,640	21	30	17	0
Bladen	Axicor, Inc.	12/15/03	05/25/05	\$3,371	25	25	8	0

Completed NEIT Project Between July 1, 2002 and December 31, 2006								
Community College	Company	Start Date	End Date	Expenditures	Positions Filled	Projected Number of Trainees	Trained by Company Instructors	Trained by College Instructors
Bladen	DuPont	03/15/05	06/30/06	\$14,125	14	14	14	14
Bladen	Bladen Industries, Inc.	06/01/01	05/27/04	\$61,797	50	54	32	24
Blue Ridge	Shorewood Packaging Corporation	08/13/02	08/30/04	\$55,004	73	40	73	73
Blue Ridge	Ecusta, LLC	03/17/04	03/17/06	\$1,029	18	100	0	18
Blue Ridge	Arvin Meritor	08/02/04	05/08/06	\$38,967	77	124	77	74
Blue Ridge	Borg Warner	02/07/02	02/28/04	\$47,924	48	50	46	33
Blue Ridge	Porvair	04/01/03	05/23/04	\$6,018	4	100	0	4
Blue Ridge	Raflatac, Inc.	01/01/01	06/30/04	\$578,700	286	500	338	338
Blue Ridge	Diamond Brand Manufacturing	08/02/04	12/08/05	\$3,129	10	42	10	0
Brunswick	Rampage Sportsfishing Yachts	03/01/00	06/30/03	\$141,926	224	1,258	9	1,258
Brunswick	Flow Sciences, Inc.	11/01/04	06/30/06	\$2,163	2	72	0	6
Brunswick	Rampage Sportsfishing Yachts	08/18/03	06/30/06	\$30,120	41	400	0	41
Brunswick	Southport Boat Works	08/02/04	06/30/06	\$36,326	140	300	0	15
Caldwell	Cytosol Ophthalmics	07/01/01	02/01/03	\$44,949	35	55	30	32
Caldwell	BEMIS	09/15/03	09/15/06	\$87,000	115	90	138	130
Caldwell	Construction Attachments, Inc.	05/15/04	10/15/06	\$30,635	48	15	41	232
Cape Fear	Del Laboratories, Inc.	05/05/03	08/08/04	\$120,092	381	400	0	250
Catawba Valley	Gulf States Paper Corp.	08/26/02	06/24/03	\$15,327	12	80	20	22
Catawba Valley	Gulf States Paper Corporation	09/03/02	12/11/03	\$18,791	20	40	12	24
Catawba Valley	Getrag USA	07/07/03	04/12/04	\$4,032	7	30	7	0
Catawba Valley	Foamex International, Inc.	04/07/03	10/12/04	\$4,920	47	62	6	72
Central Carolina	Static Control Components, Inc.	02/01/01	09/10/02	\$124,918	128	200	128	124
Central Carolina	PolySi Technologies, Inc.	07/15/04	07/15/06	\$9,245	17	50	15	9
Central Carolina	Wyeth-Lederle Vaccines	04/15/01	04/14/04	\$547,833	233	260	112	223
Central Carolina	3M	02/01/02	06/30/04	\$30,371	98	76	98	55
Central Carolina	Caterpillar, Inc.	03/01/02	06/30/04	\$26,144	112	97	55	211
Central Carolina	Saiden Technologies	02/01/02	06/30/04	\$7,873	19	32	0	19
Central Carolina	Moen, Inc.	11/01/01	11/01/04	\$48,396	243	220	210	95

Completed NEIT Project Between July 1, 2002 and December 31, 2006								
Community College	Company	Start Date	End Date	Expenditures	Positions Filled	Projected Number of Trainees	Trained by Company Instructors	Trained by College Instructors
Central Carolina	Meikle EMS Automation	03/01/03	04/18/05	\$10,585	24	72	17	17
Central Piedmont	Foamex International, Inc.	01/18/02	11/26/02	\$4,574	30	25	0	6
Central Piedmont	Siemens Westinghouse Power Corp.	11/01/00	12/10/02	\$223,830	210	500	257	257
Central Piedmont	Textron	03/15/01	04/21/03	\$11,463	130	190	0	53
Central Piedmont	Next Day Gourmet	09/15/01	06/18/03	\$16,219	42	60	0	91
Central Piedmont	Carrier Corporation	04/20/04	02/06/06	\$68,664	120	400	27	259
Central Piedmont	Allstate Insurance Company	04/01/05	05/24/06	\$61,121	342	258	280	149
Central Piedmont	Vertis, Inc.	08/01/02	06/28/04	\$38,344	140	62	27	206
Central Piedmont	Ferguson Box	08/01/02	06/30/04	\$4,591	32	90	0	12
Central Piedmont	Boston Gear Corporation	12/01/02	08/11/04	\$35,040	105	120	36	94
Central Piedmont	Trammell Crew Company	04/07/03	12/31/04	\$29,960	48	65	41	32
Central Piedmont	Celgard, Inc.	01/19/04	06/29/05	\$38,275	59	78	0	122
Central Piedmont	Detriot Diesel/Southern Logistics	07/01/05	12/12/06	\$12,989	26	35	33	32
Central Piedmont	General Dynamics	03/01/04	12/31/06	\$117,920	160	200	203	185
Cleveland	Tube Enterprises	07/01/00	02/03/03	\$50,041	32	120	52	137
Cleveland	Encompass Services Corp.	01/02/01	03/04/03	\$11,585	85	300	0	48
Cleveland	E-Flex Corp.	10/07/02	06/06/03	\$118,700	65	150	0	76
Cleveland	Sara Lee Intimate Apparel	07/01/01	06/22/04	\$41,488	870	300	252	84
Cleveland	Wal-Mart Distribution Center	05/01/02	12/31/04	\$441,979	1,061	1,200	1,036	87
Cleveland	H.L. Blachford, Ltd.	07/01/02	05/05/05	\$13,767	35	210	20	74
Cleveland	Specialty Textiles, Inc.	10/15/03	05/05/05	\$10,080	56	70	28	0
Cleveland	Talon International	02/01/05	10/06/05	\$11,549	0	40	0	18
Cleveland	Axle Alliance Company	12/01/04	02/02/06	\$26,140	48	500	0	119
Cleveland	B & W Fiber Glass, Inc.	07/01/04	05/23/06	\$24,607	12	30	12	5
College Of The Albemarle	Regulator Marine, Inc.	05/16/05	06/30/06	\$6,566	7	15	7	0
College Of The Albemarle	Edenton Dyeing and Finishing	12/19/05	12/15/06	\$15,530	43	50	43	0

Completed NEIT Project Between July 1, 2002 and December 31, 2006								
Community College	Company	Start Date	End Date	Expenditures	Positions Filled	Projected Number of Trainees	Trained by Company Instructors	Trained by College Instructors
Craven	BSH Home Appliance	07/01/02	06/15/05	\$1,031,778	710	1,500	280	850
Craven	Carolina Technical Plastics	08/25/03	06/30/06	\$48,901	54	71	36	59
Davidson	Beketon	09/01/05	02/21/06	\$12,593	2	28	0	2
Davidson	Unilin Décor (Phase 1)	07/01/04	06/30/06	\$129,312	153	150	0	153
Durham	Cree Research, Inc.	08/01/99	07/31/02	\$83,984	464	250	0	358
Durham	Eisai Pharmatechnology, Inc.	08/01/00	06/30/04	\$124,718	58	110	0	58
Durham	Triumph Boats	03/01/02	06/30/04	\$20,137	30	94	0	30
Durham	Bayer CropScience	06/15/04	06/30/05	\$80,478	121	60	45	76
Durham	AW North Carolina	11/01/02	10/31/05	\$661,896	450	450	0	569
Edgecombe	QVC, Inc.	05/01/00	06/30/03	\$291,493	659	3,000	433	191
Edgecombe	KCST	03/03/03	01/03/06	\$39,593	80	80	14	6
Edgecombe	TYCO Plastics	06/01/04	01/03/06	\$4,954	45	61	12	0
Forsyth	Charter Medical, Ltd	08/18/03	06/07/04	\$11,876	40	90	40	70
Gaston	Hi-Tex, Inc.	01/02/02	10/03/02	\$1,155	50	50	0	22
Gaston	Beal Manufacturing, Inc.	04/15/02	01/03/03	\$5,355	0	21	0	0
Gaston	Buckeye Technologies, Inc.	07/20/00	06/19/03	\$203,802	100	660	115	405
Gaston	Newworld Manufacturing Company	01/06/03	05/17/04	\$25,221	75	250	29	58
Gaston	Parkdale Mills, Inc.	06/09/03	05/17/04	\$38,551	60	40	50	9
Gaston	Cataler North America Corporation	12/01/01	06/22/04	\$85,234	96	240	33	149
Gaston	AKsys USA, Inc.	07/01/03	12/31/04	\$8,022	14	33	0	44
Gaston	Dana Corporation	05/13/02	12/31/04	\$30,154	131	180	0	189
Gaston	LeeBoy	07/14/03	03/03/05	\$14,570	126	100	0	157
Gaston	Century Textiles, Inc.	02/01/04	06/10/05	\$326	12	40	0	12
Gaston	Arrow Home Fashions	02/23/04	12/31/05	\$6,309	88	200	0	56
Gaston	UCS, Inc.	05/01/04	06/05/06	\$33,448	58	65	0	55
Gaston	Freighliner Corporation (Mt. Holly)	08/09/04	09/30/06	\$17,663	411	462	136	99
Guilford	RF Micro Devices	03/01/00	03/01/03	\$432,165	254	894	254	0
Guilford	Banner Pharmacaps, Inc.	01/06/03	06/30/04	\$41,129	55	75	55	0

Completed NEIT Project Between July 1, 2002 and December 31, 2006								
Community College	Company	Start Date	End Date	Expenditures	Positions Filled	Projected Number of Trainees	Trained by Company Instructors	Trained by College Instructors
Guilford	Metaldyne	09/02/03	06/30/05	\$16,048	0	218	0	75
Guilford	Thomas Built Buses, Inc.	03/25/02	05/31/06	\$88,618	160	165	84	76
Halifax	Reser's Fine Foods, Inc.	02/01/01	03/24/04	\$57,867	200	400	175	90
Halifax	Lowes Companies, Inc.	05/13/02	05/27/05	\$251,608	1,050	1,200	647	263
Haywood	Associated Packaging	08/01/02	08/01/04	\$39,435	25	20	0	25
Haywood	Conmet	01/05/05	11/26/05	\$44,820	103	70	71	32
Haywood	West One	11/01/03	04/01/06	\$40,672	21	30	7	21
Isothermal	Woodland Mills	02/01/00	09/01/02	\$106,854	119	200	96	39
Isothermal	3TEX	07/01/00	10/01/02	\$34,341	18	54	18	6
Isothermal	Broyhill Furniture Company	12/15/99	01/30/03	\$168,933	255	500	255	249
Isothermal	Parkdale Mills, Inc.	07/01/02	09/15/03	\$17,941	163	145	163	12
Isothermal	Arvin Meritor	01/01/02	01/01/05	\$56,940	104	100	142	174
Isothermal	Mako	01/20/03	05/01/06	\$174,374	230	450	104	230
Johnston	Bayer Pharmaceutical Division	04/01/00	04/01/03	\$89,914	201	150	0	449
Johnston	Novo Nordisk Pharmaceutical, Inc.	06/01/02	05/05/04	\$50,280	32	56	0	106
Johnston	Bayer Pharmaceutical Division	04/01/03	04/01/05	\$73,627	268	80	0	259
Johnston	PCX Corporation	10/01/03	05/30/05	\$5,404	9	34	0	29
Johnston	ThyssenKrupp Precision Forge	12/15/02	12/15/05	\$48,720	22	67	12	79
Johnston	Novo Nordisk Pharmaceutical, Inc.	05/12/04	06/30/06	\$144,473	52	110	0	131
Johnston	PGI	06/15/05	12/15/06	\$17,811	25	18	40	30
Lenoir	MasterBrand Cabinets, Inc.	12/01/99	03/12/03	\$482,553	625	1,800	1,845	1,285
Lenoir	Tile Restoration, Inc.	07/21/03	07/23/04	\$1,086	1	200	28	28
Lenoir	MasterBrand Cabinets, Inc.	01/12/04	03/07/05	\$31,415	270	200	375	375
Martin	Premium Food Group	04/08/02	12/05/02	\$4,824	113	125	78	77
Martin	Penco Products Corp.	04/02/01	06/30/03	\$355,772	185	260	92	212
Martin	McMurray Fabrics, Inc.	11/12/01	12/15/03	\$68,091	250	200	28	65
Martin	Ann's House of Nuts	05/06/02	06/30/04	\$49,063	152	100	0	23
Mayland	Guardian Armor, Inc.	07/10/00	09/25/02	\$15,172	13	15	13	4



Completed NEIT Project Between July 1, 2002 and December 31, 2006								
Community College	Company	Start Date	End Date	Expenditures	Positions Filled	Projected Number of Trainees	Trained by Company Instructors	Trained by College Instructors
Mayland	High Valley Construction and Maintenance	09/01/00	09/25/02	\$88,516	75	100	62	15
Mayland	Bombardier	08/01/01	04/30/03	\$75,325	227	275	140	201
Mcdowell	Crane Resistoflex	06/26/02	07/31/03	\$55,964	65	80	35	60
Mcdowell	Baxter Health Care Systems	10/08/01	08/10/03	\$173,616	287	300	169	168
Mcdowell	Coats America	05/01/03	03/22/04	\$69,257	115	150	115	126
Mcdowell	Coats, PLC	07/01/04	01/20/05	\$16,775	42	70	42	15
Mcdowell	Rockwell Automation	05/24/04	02/28/05	\$12,664	14	15	14	6
Mcdowell	MarCo-plus	05/24/04	12/01/05	\$14,697	12	36	12	12
Mitchell	Balance Systems, Inc.	07/01/02	06/03/03	\$16,157	15	53	0	98
Mitchell	Trim Systems, LLC	02/03/03	12/18/03	\$10,935	70	144	8	100
Mitchell	Advanced Tubing Technologies	02/12/03	02/20/04	\$29,518	55	36	36	11
Mitchell	BestSweet, Inc.	03/01/03	06/24/04	\$19,771	68	45	0	22
Mitchell	Engineered Sintered Companies	05/01/04	05/17/05	\$14,826	55	50	24	11
Mitchell	Southeast Tubular Products, Inc.	01/26/04	05/10/06	\$6,541	14	25	0	30
Mitchell	WinCup	07/01/04	06/14/06	\$27,908	67	85	0	67
Mitchell	NGK Ceramics USA, Inc.	09/15/03	09/01/06	\$228,258	416	200	163	378
Mitchell	Advanced Tubing Technologies	04/18/05	12/31/06	\$38,971	38	50	22	41
Mitchell	PGI Polymer Group Inc.	05/09/05	12/31/06	\$12,682	72	40	0	63
Mitchell	William T. Burnett & Co. Inc.	07/01/05	12/31/06	\$16,588	20	24	0	87
Montgomery	Homanit USA, Inc.	08/21/00	06/24/03	\$210,000	205	170	177	162
Montgomery	Longworth Industries, Inc.	01/12/04	06/30/04	\$8,568	24	24	24	0
Montgomery	Longworth Industries, Inc.	09/01/04	12/08/04	\$17,136	48	50	48	0
Montgomery	Professional Building Systems	08/02/04	05/08/06	\$10,081	34	96	34	18
Nash	RJE Telecom, LLC	05/02/05	06/26/06	\$4,676	23	200	23	7
Nash	West Corporation	08/22/05	06/26/06	\$106,952	641	729	893	0
Piedmont	Dill Air Controls Products	04/25/05	11/28/05	\$9,661	75	125	75	0
Piedmont	Vector Tobacco (USA) Ltd.	07/26/01	12/23/03	\$99,483	160	232	29	65



Completed NEIT Project Between July 1, 2002 and December 31, 2006								
Community College	Company	Start Date	End Date	Expenditures	Positions Filled	Projected Number of Trainees	Trained by Company Instructors	Trained by College Instructors
Piedmont	Tietex Interiors	04/01/03	06/30/04	\$19,622	75	72	66	37
Pitt	Caldwell Design, LLC	05/20/02	01/24/04	\$16,490	31	30	23	26
Pitt	Caldwell Design/Fabrication	02/23/04	02/22/05	\$2,671	18	72	17	14
Pitt	Metaldyne Corporation	08/02/04	07/15/05	\$4,290	31	32	0	31
Pitt	Nacco Materials Handling Group	07/12/04	01/27/06	\$27,999	90	80	90	0
Pitt	DSM High Performance Fibers	11/04/02	01/30/06	\$90,617	110	62	70	93
Pitt	Paper-Pak Products, Inc.	09/05/05	08/16/06	\$1,979	7	66	7	0
Randolph	Goodyear Asheboro Wire Plant	04/01/02	05/09/03	\$18,038	31	32	31	31
Randolph	Unilever Best Foods (formerly Knorr Best Foods)	10/28/02	06/30/03	\$46,177	49	59	49	39
Randolph	Fox Apparel, Inc.	08/09/04	03/11/05	\$14,340	121	125	121	12
Randolph	Rheem Air Conditioning	03/07/05	05/13/05	\$13,167	16	80	16	62
Randolph	The Timken Company	08/29/05	05/30/06	\$48,624	29	100	43	67
Richmond	FCC (North Carolina), Inc.	01/15/01	06/30/03	\$132,094	165	120	86	78
Richmond	Manis Custom Builders	05/01/02	12/18/03	\$36,710	250	250	78	8
Richmond	Butler Manufacturing Company	07/01/04	06/23/05	\$23,583	26	21	9	15
Richmond	MSD North Carolina, Inc.	07/01/04	06/23/05	\$1,892	75	120	0	13
Richmond	Service Thread Mfg., Co.	10/05/04	12/31/05	\$11,783	12	25	0	27
Richmond	FCC (North Carolina), LLC	11/15/03	06/30/06	\$38,950	181	45	120	59
Richmond	QualPak (GOJO Industries, Inc.)	12/11/03	06/30/06	\$118,590	96	750	253	244
Roanoke-Chowan	Aluminum Casting Technology	02/14/05	09/21/05	\$560	11	80	0	11
Robeson	Quickie Manufacturing Corp.	03/01/01	06/30/03	\$5,969	148	150	130	112
Rockingham	Unifi-Sans Technical Fibers LLC	10/01/01	07/01/02	\$37,651	75	192	66	9
Rockingham	Natural Care Labs, Inc.	09/16/02	06/30/03	\$28,906	146	140	36	146
Rockingham	Loparex	10/28/02	10/28/03	\$4,596	12	140	12	0
Rockingham	Gildan Activewear UStex	12/01/00	11/17/03	\$6,800	22	240	12	10
Rockingham	Quality Associates	09/01/03	06/30/05	\$11,561	105	240	0	106
Rowan-Cabarrus	Meridian Automotive Systems	04/10/01	03/20/03	\$97,601	281	500	142	213

Completed NEIT Project Between July 1, 2002 and December 31, 2006								
Community College	Company	Start Date	End Date	Expenditures	Positions Filled	Projected Number of Trainees	Trained by Company Instructors	Trained by College Instructors
Rowan-Cabarrus	Berenfield Containers	05/10/04	06/23/05	\$16,140	13	15	0	36
Rowan-Cabarrus	Cabarrus Plastics	08/16/04	06/28/06	\$9,852	54	40	0	69
Rowan-Cabarrus	Randall Metals Corporation	03/01/03	06/09/04	\$8,490	20	18	18	33
Rowan-Cabarrus	Alcoa	03/15/05	12/31/06	\$38,538	72	70	113	60
Sampson	Squires Hardwoods, Kennedy	02/08/02	04/29/04	\$44,487	30	65	24	12
Sampson	Dodgers Industries	02/03/03	05/03/04	\$26,018	53	41	53	49
Sampson	Lundy's Premium Standard	04/12/04	10/31/05	\$26,795	165	228	130	130
Sandhills	Military Manufacturing Group	11/01/04	11/01/05	\$45,584	43	94	38	15
Sandhills	Corneal Science (Developmental project)	02/28/06	03/28/06	\$5,572	0	103	5	0
Sandhills	Holmes Building Systems	07/01/03	06/30/06	\$136,594	129	189	129	40
South Piedmont	H Power Corp.	04/20/01	01/02/03	\$1,536	45	39	0	7
Southeastern	InterKordSA	04/01/00	06/30/03	\$61,276	59	50	69	69
Southeastern	Southeastern Materials	08/01/00	06/30/03	\$1,011	14	70	0	13
Southeastern	National Spinning Company, Inc.	11/22/04	07/08/05	\$34,858	19	28	11	8
Southeastern	Kroy Building Products, Inc.	01/12/04	01/30/06	\$5,635	34	52	8	34
Southeastern	Kroy Building Products, Inc.	11/15/00	12/30/03	\$1,522	64	50	51	64
Southwestern	Fraternal Composite Systems	09/23/02	04/30/03	\$6,504	6	60	0	9
Southwestern	Consolidated Metco	07/01/02	08/10/04	\$33,846	139	80	40	45
Southwestern	Annie's Naturally Bakery	07/01/02	12/31/04	\$3,060	15	12	6	14
Southwestern	Skyland Architectural Woodwork	11/10/04	10/30/06	\$8,002	15	16	12	15
Southwestern	AFFCO	08/28/03	09/06/05	\$2,520	16	50	16	16
Stanly	Mangum Manufacturing	10/08/01	12/10/02	\$4,964	7	25	0	6
Stanly	Tuscarora Yarns, Inc.	05/13/02	03/14/03	\$18,400	12	51	12	28
Stanly	CTX	04/01/02	04/01/03	\$43,223	106	70	106	85
Stanly	COPE Industries, Inc.	06/01/03	09/30/04	\$9,371	62	60	0	25
Stanly	Burris Manufacturing, Inc.	01/01/06	06/26/06	\$3,379	9	100	9	35
Surry	Chatham-Borgstena Auto Fabrics	01/07/02	06/24/03	\$790	7	67	7	0

Completed NEIT Project Between July 1, 2002 and December 31, 2006								
Community College	Company	Start Date	End Date	Expenditures	Positions Filled	Projected Number of Trainees	Trained by Company Instructors	Trained by College Instructors
Surry	ASMO Appalachian Corporation	02/01/04	06/30/05	\$9,056	19	25	19	36
Surry	Lyndall Thermal/Acoustical Group	12/11/04	06/30/05	\$3,286	16	120	0	16
Surry	Phillips-Van Heusen Distributing, Co.	04/25/05	10/31/05	\$4,432	15	30	25	15
Surry	Phillips-Van Heusen Distributing, Co.	07/11/05	06/30/06	\$10,180	72	150	0	145
Tri-County	Aegis Power Systems, Inc.	01/03/00	07/30/02	\$14,311	28	25	28	12
Tri-County	Industrial Opportunities, Inc.	09/01/00	02/15/03	\$16,524	20	42	12	8
Tri-County	Bombardier	06/01/01	02/28/03	\$52,227	235	200	139	240
Tri-County	Western Forge	03/20/00	03/20/03	\$208,371	325	150	302	73
Tri-County	Sioux Tools	11/20/99	10/30/03	\$212,797	265	200	154	265
Tri-County	IOI Enterprises	06/23/03	10/10/04	\$29,067	54	55	54	54
Vance-Granville	The IAMS Company	12/01/99	12/31/02	\$54,555	83	72	44	174
Vance-Granville	Flextronics International	07/01/00	06/30/03	\$78,408	243	2,200	178	81
Vance-Granville	Revlon	02/01/01	01/31/04	\$671,825	1,390	910	922	1,492
Vance-Granville	Nomaco/K-Flex	07/15/02	09/01/04	\$76,195	150	150	119	0
Vance-Granville	Elberta Crate & Box Company	10/29/03	09/30/04	\$11,781	95	78	35	51
Vance-Granville	Wal-Mart Stores East, LP	04/01/02	06/30/05	\$147,001	404	400	384	152
Vance-Granville	ACS State Health Care, LLC	08/01/03	06/30/06	\$89,765	225	240	201	47
Wake	Cisco Systems, Inc.	01/02/01	08/07/02	\$147,090	168	384	0	75
Wake	Biogen	02/01/01	01/01/04	\$197,248	313	105	52	298
Wake	John Deere Worldwide C & CE Head	09/07/01	03/07/04	\$49,926	210	162	0	235
Wake	Nomacorc, LLC	02/01/02	06/30/04	\$70,132	85	88	98	196
Wake	Catalyst Manufacturing Services	07/01/02	06/30/05	\$88,933	103	90	13	103
Wake	John Deere Turf Care	07/21/02	06/30/05	\$113,086	192	170	217	430
Wake	American Eagle Airlines, Inc.	06/08/05	06/07/06	\$14,185	25	35	0	54
Wayne	ImPulseNC, Inc.	01/14/02	11/15/02	\$25,312	32	40	32	0
Wayne	Cooper-Standard Automotive	10/21/02	05/23/03	\$4,491	28	224	28	0

Completed NEIT Project Between July 1, 2002 and December 31, 2006								
Community College	Company	Start Date	End Date	Expenditures	Positions Filled	Projected Number of Trainees	Trained by Company Instructors	Trained by College Instructors
Wayne	Mission Foods Corporation	10/11/04	11/22/05	\$12,873	41	41	41	0
Wayne	Hilex Poly Company	05/03/04	12/30/05	\$1,765	29	20	29	0
Western Piedmont	BSN-JOBST	09/20/01	02/28/03	\$84,335	63	100	63	63
Western Piedmont	Visotec Automotive Products, Inc.	12/01/01	12/01/04	\$50,215	137	100	42	95
Wilkes	Piedmont Medical, Inc.	03/01/02	12/31/02	\$11,822	4	40	0	28
Wilkes	Wilkes Glove, LLC	04/01/02	06/03/03	\$20,335	10	143	10	21
Wilkes	BREW Bikes, LLC	06/01/02	06/30/03	\$34,968	18	35	22	31
Wilkes	D & D Display	06/01/03	06/07/04	\$12,212	25	30	25	3
Wilkes	Interflex Group-Carolina Division	05/30/01	06/30/04	\$62,130	64	70	64	171
Wilkes	Maine Brand Manufacturing	09/11/03	06/30/05	\$26,167	13	80	13	20
Wilkes	Unique Solutions	07/01/03	06/30/05	\$27,373	35	15	0	35
Wilkes	Gates Rubber Company	07/01/03	02/01/06	\$30,622	25	30	8	17
Wilkes	Tarlton's Truck & Trailers	03/24/04	02/01/06	\$18,156	16	40	16	5
Wilkes	US Chemical Storage	12/15/03	02/01/06	\$61,452	28	60	28	98
Wilkes	Martin Merietta Composites	03/04/03	03/05/06	\$151,266	42	120	42	215
Wilkes	Manzella Knitting	10/01/04	04/01/06	\$11,109	24	12	24	24
Wilkes	MI DE Designs, Inc.	05/05/04	08/15/06	\$16,216	25	25	25	25
Wilson	Smurfit-Stone Container Corp.	02/04/02	06/18/03	\$7,535	18	60	16	0
Wilson	Eon Pharma, Inc.	02/05/01	06/20/03	\$43,510	50	60	0	29
Wilson	Purdue Pharmaceuticals, Inc.	01/10/00	06/30/03	\$119,201	153	180	0	109
Wilson	Purdue Pharmaceuticals, Inc.	10/06/03	04/19/04	\$4,400	24	36	0	24
Wilson	Eon Pharmaceutical, LLC.	09/29/03	05/31/05	\$131,440	118	100	0	118
Wilson	Kidde Technologies, Inc.	01/12/04	05/31/05	\$25,855	43	40	31	12
<b>Total</b>				<b>\$16,806,822</b>	<b>29,258</b>	<b>44,803</b>	<b>19,049</b>	<b>25,184</b>
Source: NC Community College System								

Active NEIT Projects As of June 30, 2006							
Community College	Company	Start Date	End Date	Projected Number of New Jobs	Number of Trainees	Total Expenditures	Average Cost Per Trainee
Asheville-Buncombe	Eaton Electrical Asheville	11/14/05	10/24/08	52	58	\$ 19,947	\$ 343.92
Asheville-Buncombe	Jacob Holm	11/24/04	11/01/07	85	90	\$ 114,516	\$1,272.40
Asheville-Buncombe	Nypro Asheville	04/17/06	03/31/09	51	30	\$ 2,124	\$ 70.78
Asheville-Buncombe	Plasti-Form	05/04/04	03/17/07	195	7	\$ 3,450	\$ 492.86
Asheville-Buncombe	Smith's Aerospace (NCI)	03/15/04	03/14/07	42	36	\$ 2,101	\$ 58.37
Asheville-Buncombe	Smoky Mountain Machining	12/15/05	12/11/07	40	47	\$ 4,834	\$ 102.85
Asheville-Buncombe	Thermo Electron/Kendro Laboratory Products	01/26/04	01/25/07	65	165	\$ 20,803	\$ 126.08
Beaufort	Brooks Boatworks, Inc.	08/22/05	06/30/07	36	16	\$ 14,800	\$ 925.00
Bladen	Cedartown Manufacturing	07/05/05	06/30/07	140	52	\$ 47,553	\$ 914.48
Bladen	Farmers Fresh Poultry	10/01/05	06/30/08	30	12	\$ 1,353	\$ 112.74
Blue Ridge	Elkamet	06/07/06	03/01/09	50	15	\$ 1,992	\$ 132.82
Blue Ridge	Excelsior	01/09/06	01/02/09	110	42	\$ 785	\$ 18.68
Blue Ridge	Raflatac, Inc.	10/01/04	10/01/07	80	112	\$ 84,162	\$ 751.44
Caldwell	ECR Software	07/01/04	05/31/07	38	12	\$ 1,699	\$ 141.58
Caldwell	Force One	06/15/05	06/14/08	90	30	\$ 12,222	\$ 407.40
Cape Fear	Sturdy Corporation	10/24/05	06/30/07	40	33	\$ 6,398	\$ 193.89
Cape Fear	Time Warner Cable - Wilmington	11/04/05	09/30/08	255	128	\$ 64,894	\$ 506.99
Cape Fear	Verizon Wireless	05/03/04	01/30/07	1,200	727	\$ 208,231	\$ 286.43
Catawba Valley	Ameritex Technologies	04/08/05	04/13/07	200	6	\$ 1,200	\$ 200.00
Catawba Valley	Centro, Inc.	03/13/06	02/27/09	80	22	\$ 1,578	\$ 71.73
Catawba Valley	Draka Comteq - Cable	04/22/05	04/27/07	62	187	\$ 24,125	\$ 129.01
Catawba Valley	Draka Comteq - Fiber	07/01/05	06/30/07	75	108	\$ 2,000	\$ 18.52
Catawba Valley	Flower's Baking Co. of Newton	05/15/06	05/15/09	150	27	\$ 10,621	\$ 393.38
Catawba Valley	Getrag Corporation	07/01/05	06/30/08	305	1,369	\$ 141,675	\$ 103.49
Catawba Valley	Z F Lemforder Corporation	10/01/04	09/30/07	200	409	\$ 115,643	\$ 282.75
Central Carolina	ATC Panels	05/01/06	04/30/07	24	9	\$ 2,304	\$ 255.97
Central Carolina	Biolex, Inc.	01/01/05	01/01/07	30	21	\$ 1,175	\$ 55.97

Active NEIT Projects As of June 30, 2006							
Community College	Company	Start Date	End Date	Projected Number of New Jobs	Number of Trainees	Total Expenditures	Average Cost Per Trainee
Central Carolina	Caterpillar, Inc.	03/01/05	03/01/08	192	10	\$ 589	\$ 58.94
Central Carolina	Patriot Performance Materials	03/01/05	03/01/08	200	35	\$ 8,199	\$ 234.24
Central Carolina	Saab Barracuda, LLC	11/01/05	11/01/08	300	39	\$ 13,208	\$ 338.67
Central Carolina	Wyeth-Lederle Vaccines	04/15/04	04/15/07	350	30	\$ 51,555	\$1,718.49
Central Piedmont	Aplix Inc.	07/05/05	06/30/07	40	26	\$ 4,322	\$ 166.22
Central Piedmont	BIC Corporation	05/02/05	06/30/07	85	45	\$ 6,252	\$ 138.94
Central Piedmont	Hewitt Associates, LLC	03/01/06	12/31/08	1,400	141	\$ 38,599	\$ 273.75
Central Piedmont	Medco Health Solutions	04/04/05	06/30/07	180	118	\$ 86,958	\$ 736.93
Central Piedmont	Time Warner Cable - Charlotte	09/20/05	06/30/08	195	129	\$ 52,983	\$ 410.72
Coastal Carolina	ConAgra Foods-Lamb Weston	03/22/04	03/01/07	50	164	\$ 5,143	\$ 31.36
Coastal Carolina	Stanadyne Corporation	12/06/04	05/30/07	54	326	\$ 9,059	\$ 27.79
College Of The Albemarle	Tamsco	09/19/05	09/30/07	80	106	\$ 39,346	\$ 371.19
Craven	BSH Home Appliances	10/10/05	10/01/08	500	165	\$ 265,380	\$1,608.36
Craven	Hatteras Yachts	08/29/05	05/30/07	60	45	\$ 30,852	\$ 685.60
Davidson	Dantherm	01/23/06	12/31/07	30	19	\$ 600	\$ 31.58
Davidson	Unilin Décor	07/01/04	06/30/07	100	73	\$ 73,574	\$1,007.87
Durham	AW North Carolina	11/15/05	10/31/07	200	326	\$ 135,461	\$ 415.52
Durham	Bayer CropScience	11/15/05	10/31/07	150	28	\$ 9,206	\$ 328.77
Durham	Cree Research, Inc.	01/10/05	12/31/07	456	1,065	\$ 160,336	\$ 150.55
Durham	GE Aircraft Engines	07/01/05	06/30/07	35	87	\$ 37,963	\$ 436.35
Durham	Merck Manufacturing	06/01/06	05/31/09	200	12	\$ 9,929	\$ 827.39
Edgecombe	Headway Corporate Resources	01/03/06	12/29/08	130	12	\$ 38,267	\$3,188.90
Edgecombe	KCST	02/01/06	06/30/07	30	0	\$ 2,692	N/A
Forsyth	Dell, Inc.	04/05/05	04/05/07	950	4,551	\$ 1,068,357	\$ 234.75
Forsyth	Reynolds American, Inc.	11/15/04	11/15/07	222	153	\$ 95,948	\$ 627.11
Gaston	Bosch Tool Corporation	12/12/05	06/30/08	45	39	\$ 34,564	\$ 886.27

Active NEIT Projects As of June 30, 2006							
Community College	Company	Start Date	End Date	Projected Number of New Jobs	Number of Trainees	Total Expenditures	Average Cost Per Trainee
Gaston	FMS Enterprises USA, Inc.	01/01/06	06/30/07	40	7	\$ 13,835	\$1,976.40
Gaston	Freightliner Corp (Gastonia)	08/09/04	06/30/07	200	98	\$ 25,061	\$ 255.72
Gaston	Pharr Yarns	08/17/05	06/30/08	75	34	\$ 26,175	\$ 769.87
Gaston	RSI Home Products	07/01/05	06/30/08	300	104	\$ 32,637	\$ 313.82
Guilford	Environmental Air Systems, Inc.	02/15/06	01/02/07	28	1,293	\$ 21,856	\$ 16.90
Halifax	PCB Piezotronics	12/20/04	11/30/07	160	64	\$ 83,385	\$1,302.89
Haywood	Solid Surface	08/15/04	02/15/07	30	21	\$ 8,190	\$ 390.00
Isothermal	Arvin Meritor 2	05/15/05	05/14/07	36	18	\$ 1,696	\$ 94.22
Isothermal	Thieman Metal Technology	09/01/04	01/30/07	30	23	\$ 304	\$ 13.20
Johnston	Talecris	04/01/05	03/31/08	150	308	\$ 34,974	\$ 113.55
Lenoir	NML, Inc.	03/07/05	03/07/07	35	10	\$ 212	\$ 21.17
Martin	Syfan USA, Corporation	07/26/04	04/01/07	61	47	\$ 50,945	\$1,083.93
Mayland	Altec Industries	02/01/05	02/01/08	300	132	\$ 87,374	\$ 661.93
Mayland	Better Publishing	08/16/04	08/15/07	75	23	\$ 10,521	\$ 457.44
Mayland	Genesis Furniture	10/24/05	10/24/08	206	48	\$ 7,131	\$ 148.56
Mcdowell	Carriage House Door	03/01/06	08/01/08	85	19	\$ 12,190	\$ 641.58
Mcdowell	Cobia Boat Company	02/03/06	09/01/08	292	48	\$ 41,021	\$ 854.61
Mcdowell	Key Gas Components, Marion	06/01/04	12/31/07	70	44	\$ 15,716	\$ 357.19
Mitchell	Canac Kitchens	06/10/05	06/10/08	400	0	\$ 1,449	N/A
Nash	The Cheesecake Factory Bakery	01/02/06	12/15/08	345	56	\$ 2,520	\$ 44.99
Piedmont	Horizontech, Inc.	08/17/05	06/30/08	200	35	\$ 7,741	\$ 221.18
Piedmont	Spuntech	04/01/05	03/31/07	60	46	\$ 40,363	\$ 877.46
Piedmont	US Flue-Cured Tobacco Growers	11/01/04	10/31/07	300	88	\$ 20,394	\$ 231.75
Pitt	DSM Dyneema (formerly DSM High Performance Fibers)	03/31/06	06/29/07	82	41	\$ 12,005	\$ 292.80
Pitt	Harper Brush Works, Inc.	02/07/05	02/28/07	80	37	\$ 11,045	\$ 298.52
Pitt	North Carolina Asahi, Inc.	10/24/05	09/29/08	48	34	\$ 15,109	\$ 444.39
Randolph	BJ Conseqw	04/17/06	04/16/07	36	11	\$ 940	\$ 85.41



Active NEIT Projects As of June 30, 2006							
Community College	Company	Start Date	End Date	Projected Number of New Jobs	Number of Trainees	Total Expenditures	Average Cost Per Trainee
Randolph	Hubbell	12/05/05	05/31/07	150	144	\$ 33,444	\$ 232.25
Richmond	Arvin Meritor	10/24/05	06/30/08	225	445	\$ 6,708	\$ 15.07
Richmond	Laurel Hill Paper	01/06/05	06/30/07	50	26	\$ 6,474	\$ 249.01
Richmond	Ritz Craft Corporation	08/01/05	06/30/08	250	127	\$ 75,316	\$ 593.04
Robeson	Campbell Soup Company	04/01/05	04/01/07	42	103	\$ 42,817	\$ 415.70
Robeson	Conmark Building Systems	08/01/05	06/30/08	200	83	\$ 39,401	\$ 474.70
Rockingham	A.F.G. Wipes, Inc.	05/01/04	05/01/07	200	38	\$ 5,566	\$ 146.48
Rockingham	Alcan Packaging	01/01/06	12/31/08	170	180	\$ 12,512	\$ 69.51
Rockingham	Weil-McLain	12/01/04	06/30/07	150	76	\$ 31,313	\$ 412.01
Rowan-Cabarrus	Dnp Ims America Corporation	08/08/05	07/31/07	30	15	\$ 10,247	\$ 683.11
Rowan-Cabarrus	Freightliner Corporation (Cleveland)	07/12/04	06/30/07	829	473	\$ 133,753	\$ 282.78
Rowan-Cabarrus	Maxon Furniture, Inc.	09/26/05	09/30/07	80	13	\$ 4,531	\$ 348.56
Rowan-Cabarrus	National Starch	02/20/06	01/31/08	29	11	\$ 2,184	\$ 198.55
Sampson	Truswood, Inc.	04/21/06	06/30/07	45	0	\$ 400	N/A
Sandhills	Pinnacle Furnishings	01/06/05	01/06/08	33	10	\$ 7,014	\$ 701.40
Sandhills	Trident Marketing, Inc.	01/03/05	01/03/08	169	12	\$ 1,120	\$ 93.33
Southeastern	Hart & Cooley	02/24/06	02/28/09	180	18	\$ 1,361	\$ 75.60
Southwestern	Zickgraf Hardwood Flooring	07/01/04	04/15/07	70	20	\$ 4,326	\$ 216.31
Stanly	Fiber Composites	10/10/05	06/30/08	40	0	\$ 29,925	N/A
Stanly	Norwood	05/01/06	04/30/09	60	48	\$ 1,493	\$ 31.11
Surry	Gerard's Bakery, LLC	11/10/05	11/10/08	120	56	\$ 22,505	\$ 401.87
Surry	Ottenweller (Developmental project)	05/18/06	12/31/09	130	0	\$ 626	N/A
Tri-County	Team Industries	01/03/05	08/01/07	135	137	\$ 44,101	\$ 321.90
Vance-Granville	CMP Adv. Mechanical Solutions	02/15/05	02/15/08	160	66	\$ 31,804	\$ 481.88
Vance-Granville	Dill Air Control Products	12/15/05	12/05/07	125	93	\$ 22,889	\$ 246.12
Vance-Granville	Proctor & Gamble	09/20/04	06/30/07	35	84	\$ 24,773	\$ 294.92
Vance-Granville	Revlon	03/15/04	03/14/07	500	1,415	\$ 231,897	\$ 163.89
Wake	American Healthways	03/10/06	03/09/08	188	82	\$ 64,638	\$ 788.27



Active NEIT Projects As of June 30, 2006							
Community College	Company	Start Date	End Date	Projected Number of New Jobs	Number of Trainees	Total Expenditures	Average Cost Per Trainee
Wake	Aqua Services, Inc.	09/26/05	03/25/07	24	18	\$ 14,430	\$ 801.64
Wake	Catalyst Manufacturing Services	01/02/06	12/31/07	72	47	\$ 15,970	\$ 339.79
Wake	Con Agra Foods	11/01/04	06/30/07	125	64	\$ 36,026	\$ 562.90
Wake	Credit Suisse/First Boston	04/01/05	06/30/07	420	389	\$ 2,172,915	\$5,585.90
Wake	GlaxoSmithKline	06/01/06	05/31/08	343	39	\$ 34,231	\$ 877.72
Wake	Nomacor LLC	08/01/04	06/30/07	95	58	\$ 16,799	\$ 289.63
Wake	Pergo	03/15/04	01/24/07	52	24	\$ 891	\$ 37.13
Wake	Red Hat	01/03/05	12/31/07	175	289	\$ 62,282	\$ 215.51
Wake	The Body Shop	03/15/05	03/14/08	264	18	\$ 34,082	\$1,893.45
Wake	Time Warner Cable	05/20/05	05/19/08	416	452	\$ 199,302	\$ 440.93
Western Piedmont	Caterpillar	08/23/04	08/22/07	30	24	\$ 265	\$ 11.04
Western Piedmont	Viscotec Automotive	05/15/05	01/15/08	125	20	\$ 19,290	\$ 964.48
Wilkes	Napco	06/23/04	06/01/07	75	8	\$ 1,363	\$ 170.36
Wilkes	Smiths Aerospace Components WJ	11/21/05	11/21/08	307	36	\$ 40,762	\$1,132.28
Wilson	Livedo USA, Inc.	08/02/04	06/30/07	75	24	\$ 13,460	\$ 560.83
Wilson	McMullen, Inc.	04/13/06	06/30/08	24	14	\$ 6,222	\$ 444.41
Wilson	Sandoz	10/10/05	09/30/07	80	6	\$ 2,518	\$ 419.59
<b>Total</b>				<b>20,780</b>	<b>19,508</b>	<b>\$7,340,261</b>	<b>\$376.27</b>
Source: NC Community College System							

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Companies with NEIT Projects Between July 1, 2002 and June 30, 2006 10-Year History as of February 28, 2007				
	Company	Active Projects	Complete Projects	Total Projects
1	Freightliner Corporation	2	5	7
2	Arvin Meritor	2	2	4
3	Bayer	1	3	4
4	Caterpillar, Inc.	2	2	4
5	Advanced Tubing Technologies		3	3
6	AW North Carolina	1	2	3
7	Beal Manufacturing, Inc.		3	3
8	BSH Home Appliances	1	2	3
9	Foamex International, Inc.		3	3
10	Gulf States Paper Corporation		3	3
11	Impressions Marketing Group		3	3
12	John Deere		3	3
13	KCST	1	2	3
14	Nacco Materials Handling Group		3	3
15	National Spinning Company, Inc.		3	3
16	Sandoz	1	2	3
17	The Timken Company		3	3
18	Time Warner Cable	3		3
19	AKsys USA, Inc.		2	2
20	Allstate Insurance Company		2	2
21	ASMO Appalachian Corporation		2	2
22	Bombardier		2	2
23	Caldwell Design/Fabrication		2	2
24	Campbell Soup Company	1	1	2
25	Catalyst Manufacturing Services	1	1	2
26	Coats America		2	2
27	Con Agra Foods	2		2
28	Cree Research, Inc.	1	1	2
29	Dill Air Control Products	1	1	2
30	Draka Comteq	2		2
31	DSM Dyneema	1	1	2
32	DuPont		2	2
33	Eaton	1	1	2
34	Eisai Pharmatechnology, Inc.		2	2
35	Elberta Crate & Box Company		2	2
36	FCC (North Carolina), LLC		2	2
37	Fox Apparel, Inc.		2	2
38	GE Aircraft Engines	1	1	2
39	Getrag Corporation	1	1	2
40	Hatteras Yachts	1	1	2
41	InterKordSA		2	2
42	Kroy Building Products, Inc.		2	2
43	Longworth Industries, Inc.		2	2
44	Lundy's Premium Standard		2	2
45	MasterBrand Cabinets, Inc.		2	2

Companies with NEIT Projects Between July 1, 2002 and June 30, 2006 10-Year History as of February 28, 2007				
	Company	Active Projects	Complete Projects	Total Projects
46	Metaldyne Corporation		2	2
47	National Wiper Alliance		2	2
48	Nomacor LLC	1	1	2
49	North Carolina Asahi, Inc.	1	1	2
50	Novo Nordisk Pharmaceutical, Inc.		2	2
51	Nypro Asheville	1	1	2
52	Parkdale Mills, Inc.		2	2
53	PGI Polymer Group Inc.		2	2
54	Phillips-Van Heusen Distributing, Co.		2	2
55	Plasti-Form	1	1	2
56	Proctor & Gamble	1	1	2
57	Purdue Pharmaceuticals, Inc.		2	2
58	Raflatac, Inc.	1	1	2
59	Rampage Sportsfishing Yachts		2	2
60	Revlon	1	1	2
61	Shorewood Packaging Corporation		2	2
62	Smiths Aerospace Components	2		2
63	Squires Hardwoods, Inc.		2	2
64	Static Control Components, Inc.		2	2
65	Thermo Electron/Kendro Laboratory Products	1	1	2
66	Unique Solutions		2	2
67	Viscotec Automotive	1	1	2
68	Wal-Mart		2	2
69	West Corporation		2	2
70	Wyeth-Lederle Vaccines	1	1	2
71	3M		1	1
72	3TEX		1	1
73	A.F.G. Wipes, Inc.	1		1
74	ACS State Health Care, LLC		1	1
75	Aegis Power Systems, Inc.		1	1
76	AFFCO		1	1
77	Alcan Packaging	1		1
78	Alcoa		1	1
79	Altec Industries	1		1
80	Aluminum Casting Technology		1	1
81	American Datamed		1	1
82	American Eagle Airlines, Inc.		1	1
83	American Healthways	1		1
84	Ameritex Technologies	1		1
85	Annie's Naturally Bakery		1	1
86	Ann's House of Nuts		1	1
87	Aplix Inc.	1		1
88	Aqua Services, Inc.	1		1
89	Arrow Home Fashions		1	1
90	Associated Packaging		1	1

Companies with NEIT Projects Between July 1, 2002 and June 30, 2006 10-Year History as of February 28, 2007				
	Company	Active Projects	Complete Projects	Total Projects
91	ATC Panels	1		1
92	Avail Medical		1	1
93	Axicor, Inc.		1	1
94	Axle Alliance Company		1	1
95	B & W Fiber Glass, Inc.		1	1
96	Balance Systems, Inc.		1	1
97	Banner Pharmacaps, Inc.		1	1
98	Baxter Health Care Systems		1	1
99	Beketon		1	1
100	BEMIS		1	1
101	Berenfield Containers		1	1
102	BestSweet, Inc.		1	1
103	Better Publishing	1		1
104	BIC Corporation	1		1
105	Biogen		1	1
106	Biolex, Inc.	1		1
107	BJ Consew	1		1
108	Bladen Industries, Inc.		1	1
109	Borg Warner		1	1
110	Borg Warner Turbo Systems		1	1
111	Bosch Tool Corporation	1		1
112	Boston Gear Corporation		1	1
113	BREW Bikes, LLC		1	1
114	Brooks Boatworks, Inc.	1		1
115	Broyhill Furniture Company		1	1
116	BSN-JOBST		1	1
117	Buckeye Technologies, Inc.		1	1
118	Bullhammer Technologies, Inc.		1	1
119	Burris Manufacturing, Inc.		1	1
120	Butler Manufacturing Company		1	1
121	Cabarrus Plastics		1	1
122	Camfil-Farr		1	1
123	Canac Kitchens	1		1
124	Carolina Technical Plastics		1	1
125	Carriage House Door	1		1
126	Carrier Corporation		1	1
127	Cataler North America Corporation		1	1
128	Cedartown Manufacturing	1		1
129	Celgard, Inc.		1	1
130	Centro, Inc.	1		1
131	Century Textiles, Inc.		1	1
132	Charter Medical, Ltd		1	1
133	Chatham-Borgstena Auto Fabrics		1	1
134	Cisco Systems, Inc.		1	1
135	CMP Adv. Mechanical Solutions	1		1

Companies with NEIT Projects Between July 1, 2002 and June 30, 2006 10-Year History as of February 28, 2007				
	Company	Active Projects	Complete Projects	Total Projects
136	Coats, PLC		1	1
137	Cobia Boat Company	1		1
138	Conmark Building Systems	1		1
139	Conmet		1	1
140	Consolidated Metco		1	1
141	Construction Attachments, Inc.		1	1
142	Cooper-Standard Automotive		1	1
143	COPE Industries, Inc.		1	1
144	Corneal Science		1	1
145	Crane Resistoflex		1	1
146	Credit Suisse/First Boston	1		1
147	CTX		1	1
148	Cytosol Ophthalmics		1	1
149	D & D Display		1	1
150	Dana Corporation		1	1
151	Dantherm	1		1
152	Del Laboratories, Inc.		1	1
153	Dell, Inc.	1		1
154	Detriot Diesel/Southern Logistics		1	1
155	Diamond Brand Manufacturing		1	1
156	Dnp Ims America Corporation	1		1
157	Dodgers Industries		1	1
158	ECR Software	1		1
159	Ecusta, LLC		1	1
160	Edenton Dyeing and Finishing		1	1
161	E-Flex Corp.		1	1
162	Elkamet	1		1
163	Encompass Services Corp.		1	1
164	Engineered Sintered Companies		1	1
165	Environmental Air Systems, Inc.	1		1
166	Excelsior	1		1
167	Farmers Fresh Poultry	1		1
168	Ferguson Box		1	1
169	Fiber Composites	1		1
170	Flanders Filters Corp.		1	1
171	Flextronics International		1	1
172	Flow Sciences, Inc.		1	1
173	Flower's Baking Co. of Newton	1		1
174	FMS Enterprises USA, Inc.	1		1
175	Force One	1		1
176	Fraternal Composite Systems		1	1
177	Gates Rubber Company		1	1
178	General Dynamics		1	1
179	Genesis Furniture	1		1
180	Gerard's Bakery, LLC	1		1

Companies with NEIT Projects Between July 1, 2002 and June 30, 2006 10-Year History as of February 28, 2007				
	Company	Active Projects	Complete Projects	Total Projects
181	Gildan Activewear UStex		1	1
182	GlaxoSmithKline	1		1
183	Goodyear Asheboro Wire Plant		1	1
184	Greif Brothers Corp.		1	1
185	Guardian Armor, Inc.		1	1
186	H Power Corp.		1	1
187	H.L. Blachford, Ltd.		1	1
188	Harper Brush Works, Inc.	1		1
189	Hart & Cooley	1		1
190	Headway Corporate Resources	1		1
191	Hewitt Associates, LLC	1		1
192	High Valley Construction and Maintenance		1	1
193	Hilex Poly Company		1	1
194	Hi-Tex, Inc.		1	1
195	Holmes Building Systems		1	1
196	Homanit USA, Inc.		1	1
197	Honda Power Equipment Mfg., Inc.		1	1
198	Horizontech, Inc.	1		1
199	Hubbell	1		1
200	ImPulseNC, Inc.		1	1
201	Industrial Opportunities, Inc.		1	1
202	Interflex Group-Carolina Division		1	1
203	IOI Enterprises		1	1
204	Jacob Holm	1		1
205	Key Gas Components, Marion	1		1
206	Kidde Technologies, Inc.		1	1
207	LabCorp		1	1
208	Laurel Hill Paper	1		1
209	LeeBoy		1	1
210	LeSportSac		1	1
211	Livedo USA, Inc.	1		1
212	Loparex		1	1
213	Lowes Companies, Inc.		1	1
214	Lyndall Thermal/Acoustical Group		1	1
215	Maine Brand Manufacturing		1	1
216	Mako		1	1
217	Mangum Manufacturing		1	1
218	Manis Custom Builders		1	1
219	Manzella Knitting		1	1
220	MarCo-plus		1	1
221	Martin Merietta Composites		1	1
222	Maxon Furniture, Inc.	1		1
223	McMullen, Inc.	1		1
224	McMurray Fabrics, Inc.		1	1
225	Medco Health Solutions	1		1

Companies with NEIT Projects Between July 1, 2002 and June 30, 2006 10-Year History as of February 28, 2007				
	Company	Active Projects	Complete Projects	Total Projects
226	Meikle EMS Automation		1	1
227	Merck Manufacturing	1		1
228	Meridian Automotive Systems		1	1
229	MI DE Designs, Inc.		1	1
230	Military Manufacturing Group		1	1
231	Mills Manufacturing		1	1
232	Mission Foods Corporation		1	1
233	Moen, Inc.		1	1
234	MSD North Carolina, Inc.		1	1
235	Napco	1		1
236	National Starch	1		1
237	Natural Care Labs, Inc.		1	1
238	Newworld Manufacturing Company		1	1
239	Next Day Gourmet		1	1
240	NGK Ceramics USA, Inc.		1	1
241	NML, Inc.	1		1
242	Nomaco/K-Flex		1	1
243	Norwood	1		1
244	Ottenweller	1		1
245	Paper-Pak Products, Inc		1	1
246	Patriot Performance Materials	1		1
247	PCB Piezotronics	1		1
248	PCX Corporation		1	1
249	Pechiney Plastic Packaging		1	1
250	Penco Products Corp.		1	1
251	Pergo	1		1
252	Pharr Yarns	1		1
253	Piedmont Medical, Inc.		1	1
254	Pinnacle Furnishings	1		1
255	Plasticard Locktech International		1	1
256	PolySi Technologies		1	1
257	Porvair		1	1
258	Premium Food Group		1	1
259	Prett/Noma Systems		1	1
260	Professional Building Systems		1	1
261	Quality Associates		1	1
262	QualPak		1	1
263	Quickie Manufacturing Corp.		1	1
264	QVC, Inc.		1	1
265	Randall Metals Corporation		1	1
266	Red Hat	1		1
267	Regulator Marine, Inc.		1	1
268	Reser's Fine Foods, Inc.		1	1
269	Reynolds American, Inc.	1		1
270	RF Micro Devices		1	1



Companies with NEIT Projects Between July 1, 2002 and June 30, 2006 10-Year History as of February 28, 2007				
	Company	Active Projects	Complete Projects	Total Projects
271	Rheem Air Conditioning		1	1
272	Ritz Craft Corporation	1		1
273	RJE Telecom, LLC		1	1
274	Rockwell Automation		1	1
275	Rotec		1	1
276	RSI Home Products	1		1
277	Saab Barracuda, LLC	1		1
278	Saiden Technologies		1	1
279	Sara Lee Intimate Apparel		1	1
280	Service Thread Mfg., Co.		1	1
281	Siemens Westinghouse Power Corp.		1	1
282	Sioux Tools		1	1
283	Skyland Architectural Woodwork		1	1
284	Smoky Mountain Machining	1		1
285	Smurfit-Stone Container Corp.		1	1
286	Solid Surface	1		1
287	Southeast Tubular Products, Inc.		1	1
288	Southeastern Materials		1	1
289	Southport Boat Works		1	1
290	Specialty Textiles, Inc.		1	1
291	Spuntech	1		1
292	Stanadyne Corporation	1		1
293	Sturdy Corporation	1		1
294	Syfan USA, Corporation	1		1
295	Talecris	1		1
296	Talon International		1	1
297	Tamsco	1		1
298	Tarlton's Truck & Trailers		1	1
299	Team Industries	1		1
300	Tempico Mid-Atlantic, LLC		1	1
301	Textron		1	1
302	The Body Shop	1		1
303	The Cheesecake Factory Bakery	1		1
304	Thieman Metal Technology	1		1
305	Thomas Built Buses, Inc.		1	1
306	ThyssenKrupp Precision Forge		1	1
307	Tietex Interiors		1	1
308	Tile Restoration, Inc.		1	1
309	Trammell Crew Company		1	1
310	Trident Marketing, Inc.	1		1
311	Trim Systems, LLC		1	1
312	Triumph Boats		1	1
313	Truswood, Inc.	1		
314	Tube Enterprises		1	1
315	Tuscarora Yarns, Inc.		1	1

Companies with NEIT Projects Between July 1, 2002 and June 30, 2006 10-Year History as of February 28, 2007				
	Company	Active Projects	Complete Projects	Total Projects
316	TYCO Plastics		1	1
317	UCS, Inc.		1	1
318	Unifi-Sans Technical Fibers LLC		1	1
319	Unilever Best Foods		1	1
320	Unilin Décor	1		1
321	US Chemical Storage		1	1
322	US Flue-Cured Tobacco Growers	1		1
323	Vector Tobacco USA Ltd.		1	1
324	Verizon Wireless	1		1
325	Vertis, Inc.		1	1
326	W.S. Badcock Corporation		1	1
327	Weil-McLain	1		1
328	Welch-Allyn		1	1
329	West One		1	1
330	Western Forge		1	1
331	Wilkes Glove, LLC		1	1
332	William T. Burnett & Co. Inc.		1	1
333	WinCup		1	1
334	Woodland Mills		1	1
335	Z F Lemforder Corporation	1		1
336	Zickgraf Hardwood Flooring	1		1
<b>Total</b>		<b>125</b>	<b>306</b>	<b>431</b>
Source: NC Community College System				