New and Expanding Industry Training Program Expenditure Report

Submitted to the

Joint Legislative Education Oversight Committee

September 1, 2008

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

G.S. 115D-5.1 (c) reads:

(c) 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, 2008 annual expenditure report for the New and Expanding Industry Training (NEIT) Program.

HISTORY AND BACKGROUND OF THE NEW AND EXPANDING INDUSTRY TRAINING 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, amended March 19, 2004, and amended July 20, 2007.

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 full-time, permanent 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, instructional design, instructional costs, and training delivery for new personnel involved in the direct production of goods and services. Production and technology support positions are also eligible for training support.

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.

Probationary employees of NEIT eligible companies are eligible for training delivered by the community college.

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. It shall be the responsibility of North Carolina Community College System staff and local community college staff to determine the appropriate length and provision of training.-This information will be indicated in the Project Profile submitted for approval.

- Reimbursement for company 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 instructional design. 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 of the client company may be used as instructors if community college staff or college 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 are used as instructors, the company will be reimbursed their normal rate of pay, not to exceed a maximum of $30.00 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 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 a 10 percent administrative performance allowance based upon the current fiscal year expenditures that support an approved NEIT project. Clerical staff, 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 Director and the Vice President for Economic and Workforce Development*.

- When recommended by the local community college and the Regional Customized Training 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 the currently approved in-state rate.
  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 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 the currently approved out-of-state rate. 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 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 to the college 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. Pursuant to General Statutes Chapters 143-34.40, 143-15.3A, and 143-23(a), these reasonable costs cannot be considered as capital expenditures and must be approved by the Vice-President for Economic and Workforce Development prior to the 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 may be provided if recommended by the Regional Customized Training Director and approved by the Vice President for Economic and Workforce Development*.

- 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.

APPROVAL PROCEDURES

- Project Profile and Expenditure Authorization forms must be approved by the local community college NEIT Director, the community college President, and the Regional Customized Training 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 Project 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.

Effective June 2008
*Associate Vice President for Economic Development

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	Fiscal Years Funded	Total number of fiscal years the NEIT project has been funded.
4	Company Training Reimbursement Expenditures	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 administrative allowance.

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#	COLUMN	DEFINITION
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	Total Expenditures	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 Industry Training
Program Expenditures
Reporting Period: July 1, 2007 - June 30, 2008

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)
ASHEVILLE-BUNCOMBE											
	AVL Technologies	2	$0.00	0	$0.00	$3,506.63	25	$140.27	$3,506.63	25	$140.27
	Borg Warner Turbo Systems	4	2,793.00	24	116.38	46,462.65	50	929.25	49,255.65	68	724.35
	Eaton Electrical Asheville	3	0.00	0	0.00	18,160.22	164	110.73	18,160.22	164	110.73
	Plasticard Locktech International	4	0.00	0	0.00	17,318.98	17	1,018.76	17,318.98	17	1,018.76
	Unison	1	0.00	0	0.00	22,879.29	41	558.03	22,879.29	41	558.03
	Volvo	2	0.00	0	0.00	50,570.03	57	887.19	50,570.03	57	887.19
BEAUFORT											
	Egret Boats, LLC	2	0.00	0	0.00	1,342.00	12	111.83	1,342.00	12	111.83
	Impressions Market Group, Inc.	3	2,430.00	55	44.18	3,788.00	69	54.90	6,218.00	109	57.05
	Prettl Appliance Systems (Z1)	1	4,982.00	17	293.06	372.00	0	0.00	5,354.00	17	314.94
BLADEN											
	Bladen Composites (Z2)	1	3,500.00	6	583.33	0.00	0	0.00	3,500.00	6	583.33
	Cedartown Manufacturing (1) (Z2)	3	0.00	0	0.00	184.00	0	0.00	184.00	0	0.00
	Flanders Filters, Inc.	2	0.00	0	0.00	8,260.25	17	485.90	8,260.25	17	485.90
BLUE RIDGE											
	Elkamet	3	7,280.08	22	330.91	10,267.66	5	2,053.53	17,547.74	23	762.95
	Excelsior	3	30,325.41	36	842.37	8,284.34	84	98.62	38,609.75	85	454.23
	Raflatac, Inc.# 2	2	18,166.08	33	550.49	23,940.89	32	748.15	42,106.97	33	1,275.97
BRUNSWICK											
	U.S. Marine	1	7,545.00	299	25.23	137,002.01	162	845.69	144,547.01	299	483.43
CAPE FEAR											
	Corning, Inc.	3	28,849.00	250	115.40	25,879.03	104	248.84	54,728.03	325	168.39
	Lee's Tackle (Z2)	1	0.00	0	0.00	3,186.59	3	1,062.20	3,186.59	3	1,062.20
	Sturdy Corporation	3	1,494.00	16	93.38	9,717.33	49	198.31	11,211.33	61	183.79
	Time Warner Cable	3	21,528.00	58	371.17	23,912.68	44	543.47	45,440.68	102	445.50

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CATAWBA VALLEY											
	Craftmaster Furniture, Inc.	1	0.00	0	0.00	30,679.33	48	639.15	30,679.33	48	639.15
	Centro, Inc.	4	0.00	0	0.00	2,834.99	25	113.40	2,834.99	25	113.40
	Flower's Baking Company of Newton	3	9,187.25	10	918.73	8,692.15	48	181.09	17,879.40	48	372.49
	Getrag Corporation	3	26,686.70	36	741.30	83,130.97	519	160.18	109,817.67	519	211.59
	Poppelman Plastics USA, LLC	2	0.00	0	0.00	10,586.42	55	192.48	10,586.42	55	192.48
	Z F Lemforder Corporation	4	0.00	0	0.00	16,361.51	54	302.99	16,361.51	54	302.99
CENTRAL CAROLINA											
	Biolex, Inc. (Z2)	4	0.00	0	0.00	427.56	11	38.87	427.56	11	38.87
	Boon Edam Tomsed (Z2)	2	0.00	0	0.00	4,200.00	10	420.00	4,200.00	10	420.00
	Caterpillar, Inc. (2)	4	38,709.00	540	71.68	65,962.98	0	0.00	104,671.98	540	193.84
	Central Carolina Tire	1	300.00	12	25.00	6,091.96	21	290.09	6,391.96	24	266.33
	Frontier Spinning (Z2)	1	0.00	0	0.00	16,430.30	10	1,643.03	16,430.30	10	1,643.03
	Patriot Performance Materials	4	715.50	14	51.11	12,946.93	21	616.52	13,662.43	35	390.36
	Pentair Warer Pool and Spa	2	807.95	78	10.36	5,259.36	154	34.15	6,067.31	202	30.04
	Saab Barracuda, LLC	3	0.00	0	0.00	28,361.61	163	174.00	28,361.61	163	174.00
CENTRAL PIEDMONT											
	E*Trade	2	28,000.00	120	233.33	6,283.03	26	241.66	34,283.03	120	285.69
	Hewitt Associates, LLC	3	6,795.26	120	56.63	36,434.28	40	910.86	43,229.54	152	284.40
	iVerify	1	0.00	0	0.00	2,246.31	13	172.79	2,246.31	13	172.79
	Odyssey Logistics	2	0.00	0	0.00	26,055.04	46	566.41	26,055.04	46	566.41
	Prairie Packaging, Inc.	2	0.00	0	0.00	15,520.31	162	95.80	15,520.31	162	95.80
	Pro Line Printing	2	0.00	0	0.00	4,156.86	13	319.76	4,156.86	13	319.76
	Pulte Mortgage	2	6,667.97	32	208.37	0.00	0	0.00	6,667.97	32	208.37
	Time Warner Cable	3	62,024.00	68	912.12	20,901.73	47	444.72	82,925.73	73	1,135.97
CLEVELAND											
	Chris Craft	1	23,040.00	31	743.23	1,514.33	13	116.49	24,554.33	44	558.05
	Kitchen Ventilation Systems (3) (Z2)	2	0.00	0	0.00	226.30	0	0.00	226.30	0	0.00

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CLEVELAND cont'd	Telerex	1	0.00	0	0.00	867.00	30	28.90	867.00	30	28.90
	Ultra Machine & Fabrication	2	0.00	0	0.00	50,855.52	227	224.03	50,855.52	227	224.03
COASTAL CAROLINA											
	Hatteras Yachts	2	0.00	0	0.00	29,553.14	46	642.46	29,553.14	46	642.46
	New Customer Service Companies, Inc. (Z1))	2	6,144.00	38	161.68	307.00	0	0.00	6,451.00	38	169.76
COLLEGE OF THE ALBEMARLE											
	Blackwater USA	2	21,725.00	82	264.94	17,253.19	36	479.26	38,978.19	84	464.03
	Tamsco #2	2	2,705.00	40	67.63	3,015.83	33	91.39	5,720.83	61	93.78
CRAVEN											
	BSH Home Appliances (4)	4	0.00	55	0.00	320,258.60	165	1,940.96	320,258.60	220	1,455.72
	Hatteras Yachts	3	0.00	0	0.00	11,694.90	25	467.80	11,694.90	25	467.80
	Marco Polo (dev) (5) (Z1)	1	0.00	0	0.00	14,719.56	0	0.00	14,719.56	0	0.00
DAVIDSON											
	Amarr Garage Doors	2	0.00	0	0.00	32,126.56	57	563.62	32,126.56	57	563.62
	Arneg Refrigeration and Design (6)	1	0.00	0	0.00	79,032.13	14	5,645.15	79,032.13	14	5,645.15
DURHAM											
	AICPA	2	0.00	0	0.00	293,185.51	390	751.76	293,185.51	390	751.76
	AW North Carolina	4	0.00	0	0.00	88,991.06	254	350.36	88,991.06	254	350.36
	BD Biosciences	1	0.00	0	0.00	17,247.30	17	1,014.55	17,247.30	17	1,014.55
	GE Aircraft Engines	3	0.00	0	0.00	6,172.76	45	137.17	6,172.76	45	137.17
	Merck Manufacturing	3	0.00	0	0.00	232,562.48	115	2,022.28	232,562.48	115	2,022.28
	Parata Systems		7,320.00	118	62.03	27,344.38	29	942.91	34,664.38	147	235.81
EDGECOMBE											
	Air System Components	2	0.00	0	0.00	5,894.10	34	173.36	5,894.10	34	173.36

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EDGECOMBE cont'd	Blue Hawaiian Pools	2	20,892.80	18	1,160.71	1,675.00	27	62.04	22,567.80	31	727.99
	Headway Corporate Resources	3	0.00	0	0.00	8,830.33	19	464.75	8,830.33	19	464.75
	Spongex	1	1,900.47	92	20.66	15,630.94	29	539.00	17,531.41	92	190.56
FAYETTEVILLE											
	New Customer Service Companies, Inc. (Z1)	2	24,000.00	41	585.37	9,946.73	0	0.00	33,946.73	41	827.97
FORSYTH											
	Dell, Inc. (Z1)	4	191,671.08	295	649.73	15,938.31	0	0.00	207,609.39	295	703.76
	Reynolds American, Inc. (Z1)	1	11,280.52	222	50.81	964.00	0	0.00	12,244.52	222	55.16
GASTON											
	Aksys	2	4,906.67	16	306.67	8,931.64	22	405.98	13,838.31	32	432.45
	Bosch Tool Corporation	3	0.00	0	0.00	262.22	17	15.42	262.22	17	15.42
	Dole Foods	2	1,280.00	8	160.00	17,894.00	76	235.45	19,174.00	82	233.83
	National Gypsum	2	39,250.89	70	560.73	14,891.34	63	236.37	54,142.23	78	694.13
	Pharr Yarns	3	17,384.01	18	965.78	22,867.99	97	235.75	40,252.00	114	353.09
	Porter's Fabrication	2	0.00	0	0.00	4,938.42	31	159.30	4,938.42	31	159.30
	RSI Home Products	4	0.00	0	0.00	14,513.00	178	81.53	14,513.00	178	81.53
	Sabo, USA	1	7,500.00	15	500.00	2,167.99	22	98.55	9,667.99	22	439.45
GUILFORD											
	High Performance Coating, Inc.	2	0.00	0	0.00	34,614.75	40	865.37	34,614.75	40	865.37
	Honda Aircraft Company	1	0.00	0	0.00	49,832.11	300	166.11	49,832.11	300	166.11
	Legacy Paddle Sports (Z2)	2	0.00	0	0.00	4,764.31	6	794.05	4,764.31	6	794.05
	Lodging by Liberty (Z1)	2	16,200.00	22	736.36	810.00	0	0.00	17,010.00	22	773.18
	O'Neal Steel, Inc.	2	0.00	0	0.00	58,898.38	48	1,227.05	58,898.38	48	1,227.05
	Ralph Lauren Media (Z1)	1	31,788.00	200	158.94	129,903.79	0	0.00	161,691.79	200	808.46
	Time Warner Cable-Greensboro	2	25,050.00	437	57.32	1,252.50	26	48.17	26,302.50	463	56.81
	Time Warner Cable-Greensboro #2 (Z1)	1	850.00	38	22.37	9,879.19	0	0.00	10,729.19	38	282.35

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HALIFAX											
	AirBoss Rubber Compounding, Inc. (Z1)	2	8,303.79	33	251.63	315.25	0	0.00	8,619.04	33	261.18
	PCB Piezotronics	4	29,264.03	41	713.76	36,077.53	54	668.10	65,341.56	69	946.98
ISOTHERMAL											
	Continental AFA (Z1)	1	6,300.00	61	103.28	329.71	0	0.00	6,629.71	61	108.68
	Ecoresin	2	0.00	0	0.00	760.42	38	20.01	760.42	38	20.01
	First Choice Armor & Equipment	2	14,880.00	57	261.05	1,053.64	10	105.36	15,933.64	67	237.82
	Geppetto Kitchens	2	2,961.25	16	185.08	148.00	8	18.50	3,109.25	22	141.33
	Thieman Metal Technology	4	0.00	0	0.00	10,327.01	32	322.72	10,327.01	32	322.72
JOHNSTON											
	Environ-OPW	1	0.00	0	0.00	488.00	82	5.95	488.00	82	5.95
	Novo Nordisk Pharmaceutical Industries (7)	4	0.00	7	0.00	63,589.76	91	698.79	63,589.76	91	698.79
	Sysco Food Services of Raleigh	2	0.00	0	0.00	33,794.92	35	965.57	33,794.92	35	965.57
	Talecris	4	0.00	0	0.00	65,286.71	137	476.55	65,286.71	137	476.55
	Talecris 2008	1	0.00	0	0.00	33,899.12	109	311.00	33,899.12	109	311.00
LENOIR											
	Commerce Overseas	1	0.00	0	0.00	11,741.54	13	903.20	11,741.54	13	903.20
	Effikel	1	0.00	0	0.00	11,274.22	30	375.81	11,274.22	30	375.81
	Smithfield Packing Company	2	0.00	0	0.00	76,278.62	62	1,230.30	76,278.62	62	1,230.30
MARTIN											
	Ann House of Nuts	1	0.00	0	0.00	16,007.00	58	275.98	16,007.00	58	275.98
MAYLAND											
	Altec Industries	4	32,860.00	82	400.73	10,008.41	56	178.72	42,868.41	105	408.27
	Genesis Furniture (8) (Z2)	3	0.00	0	0.00	36,015.18	3	12,005.06	36,015.18	3	12,005.06

North Carolina Community College System
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Community College (1)	Company (2)	Years Funded (3)	Company Training Reimbursement Expenditures (4)	Number Trained by Company Instructors (5)	Average Company Reimbursement Per Trainee (6)	College Training Expenditures (7)	Number Trained by College Instructors (8)	Average College Cost Per Trainee (9)	Total Expenditures (10)	Total Trained by Company & College Instructors (11)	Average Total Cost Per Trainee (12)
MCDOWELL											
	Carriage House Door	3	0.00	0	0.00	480.00	18	26.67	480.00	18	26.67
	Cobia Boat Company	3	8,995.00	82	109.70	2,835.00	80	35.44	11,830.00	82	144.27
MITCHELL											
	Canac Kitchens	3	17,170.00	185	92.81	35,041.70	100	350.42	52,211.70	265	197.03
	Fischbein Company	2	1,066.67	2	533.34	2,678.00	26	103.00	3,744.67	28	133.74
	Hexcel Reinforcements	2	0.00	0	0.00	7,765.90	24	323.58	7,765.90	24	323.58
MONTGOMERY											
	Carolina Growler (9) (Z2)	1	3,500.00	0	0.00	14,278.00	7	2,039.71	17,778.00	7	2,539.71
	Pro Pallet South (Z2)	1	0.00	0	0.00	1,775.00	10	177.50	1,775.00	10	177.50
NASH											
	Consolidated Diesel Company	1	4,835.45	156	31.00	12,254.67	106	115.61	17,090.12	166	102.95
	The Cheesecake Factory Bakery	3	5,671.51	153	37.07	4,079.52	52	78.45	9,751.03	190	51.32
	West Corporation	3	13,400.98	385	34.81	4,932.30	10	493.23	18,333.28	395	46.41
PIEDMONT											
	Carolina Sunrock	1	16,357.50	52	314.57	4,092.45	5	818.49	20,449.95	56	365.18
	Force Protection	1	0.00	0	0.00	118,467.63	277	427.68	118,467.63	277	427.68
	Mark Line Industries (Z1)	2	31,176.00	70	445.37	1,558.80	0	0.00	32,734.80	70	467.64
	P & A Industrial Fabrication	2	0.00	0	0.00	19,230.75	44	437.06	19,230.75	44	437.06
	Spuntech	3	4,644.00	48	96.75	3,594.14	26	138.24	8,238.14	58	142.04
	The Wizard's Cauldron	2	0.00	0	0.00	16,999.19	16	1,062.45	16,999.19	16	1,062.45
PITT											
	CMI Plastics	1	1,824.00	28	65.14	3,598.32	35	102.81	5,422.32	35	154.92
	DSM Dyneema/ DSM High Performance Fibers	3	17,760.00	33	538.18	833.69	38	21.94	18,593.69	46	404.21
	Harper Brush Works, Inc. (Z2)	4	2,896.01	7	413.72	40.18	9	4.46	2,936.19	9	326.24
RANDOLPH											
	BJ Consew (Z2)	3	533.60	4	133.40	0.00	0	0.00	533.60	4	133.40

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RANDOLPH cont'd	The Timken Company	3	30,564.00	52	587.77	1,762.06	95	18.55	32,326.06	95	340.27
RICHMOND											
	Arvin Meritor	3	1,200.00	21	57.14	12,607.49	71	177.57	13,807.49	84	164.37
	Blue Scope Steel (formerly Butler Manufacturing Company) (Z1) (Z2)	2	0.00	0	0.00	3,675.00	0	0.00	3,675.00	0	0.00
	BST Safety Textiles	1	0.00	0	0.00	13,529.25	45	300.65	13,529.25	45	300.65
	Crystal Palace Pools	1	1,160.00	17	68.24	3,628.00	9	403.11	4,788.00	20	239.40
	Ritz Craft Corporation (Z1)	3	10,800.00	24	450.00	540.00	0	0.00	11,340.00	24	472.50
ROBESON											
	Comark Building Systems	3	17,600.00	27	651.85	25,038.42	16	1,564.90	42,638.42	43	991.59
	Tredegar Films Corporation	1	0.00	0	0.00	2,160.00	14	154.29	2,160.00	14	154.29
ROCKINGHAM											
	Alcan Packaging	3	0.00	0	0.00	11,620.00	180	64.56	11,620.00	180	64.56
	Bridgestone Aircraft Tire	2	0.00	0	0.00	1,033.04	14	73.79	1,033.04	14	73.79
	General Tobacco, Inc.	1	30,000.00	6	5,000.00	2,805.00	52	53.94	32,805.00	58	565.60
	WEK South Corporation (Z1)	1	383.38	24	15.97	10,578.44	0	0.00	10,961.82	24	456.74
ROWAN-CABARRUS											
	Cabarrus Plastics	1	0.00	0	0.00	8,714.75	59	147.71	8,714.75	59	147.71
	Connextions	2	22,016.00	276	79.77	8,547.51	67	127.57	30,563.51	339	90.16
	Maxon Furniture, Inc.	3	0.00	0	0.00	11,879.13	29	409.63	11,879.13	29	409.63
	National Starch	3	0.00	0	0.00	5,061.00	54	93.72	5,061.00	54	93.72
SANDHILLS											
	American Growler	3	0.00	0	0.00	3,208.41	47	68.26	3,208.41	47	68.26
	Meridian Kiosks	1	4,151.67	10	415.17	9,279.58	7	1,325.65	13,431.25	13	1,033.17
	Situs Support Services	2	9,434.00	17	554.94	7,030.87	30	234.36	16,464.87	30	548.83
	SPC USA	1	0.00	0	0.00	19,800.00	26	761.54	19,800.00	26	761.54
	Trident Marketing, Inc. (Z1)	4	9,203.04	130	70.79	419.50	0	0.00	9,622.54	130	74.02

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SOUTH PIEDMONT											
	Bonakemi USA, Inc. (10) (Z2)	2	0.00	0	0.00	421.88	0	0.00	421.88	0	0.00
	Darnel, Inc.	2	0.00	0	0.00	1,889.60	79	23.92	1,889.60	79	23.92
	Turbomeca	1	39,200.00	24	1,633.33	170,262.19	396	429.96	209,462.19	397	527.61
SOUTHEASTERN											
	Hart & Cooley	3	1,440.00	18	80.00	1,639.85	42	39.04	3,079.85	56	55.00
STANLY											
	Norwood Manufacturing (Z2)	3	0.00	0	0.00	3,008.50	8	376.06	3,008.50	8	376.06
SURRY											
	AES, Inc.	2	0.00	0	0.00	12,953.55	17	761.97	12,953.55	17	761.97
	CK Technologies (11) (Z2)	2	0.00	0	0.00	33,779.26	7	4,825.61	33,779.26	7	4,825.61
	Crescent Manufacturing, Inc. (Z1) (Z2)	2	30,117.50	7	4,302.50	0.00	0	0.00	30,117.50	7	4,302.50
	Granite Tactical Vehicles	1	0.00	0	0.00	52,045.27	26	2,001.74	52,045.27	26	2,001.74
	Interface Fabrics	2	39,265.95	28	1,402.36	0.00	0	0.00	39,265.95	28	1,402.36
	Ottenweller Company (Z2)	4	8,100.00	3	2,700.00	2,355.14	4	588.79	10,455.14	7	1,493.59
	Phillips Van-Hensen Distribution	1	0.00	0	0.00	1,200.00	69	17.39	1,200.00	69	17.39
TRI-COUNTY											
	Moog Components Group	2	0.00	0	0.00	6,674.55	36	185.40	6,674.55	36	185.40
	Team Industries	4	6,100.00	12	508.33	5,182.00	25	207.28	11,282.00	25	451.28
	Team 2	1	0.00	0	0.00	42,582.39	55	774.23	42,582.39	55	774.23
	WNC Tool and Die (Z2)	2	0.00	0	0.00	3,600.00	3	1,200.00	3,600.00	3	1,200.00
VANCE-GRANVILLE											
	Certain Teed Corporation	2	0.00	0	0.00	14,736.00	14	1,052.57	14,736.00	14	1,052.57
	CMP Advanced Mechanical Solutions	4	0.00	0	0.00	1,039.50	41	25.35	1,039.50	41	25.35
	Dill Air Control Products	3	0.00	0	0.00	9,737.70	74	131.59	9,737.70	74	131.59
	Proctor & Gamble (12) (Z2)	4	0.00	0	0.00	10,272.42	0	0.00	10,272.42	0	0.00

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WAKE											
	American Healthways (Z1)	3	38,308.50	91	420.97	4,801.85	0	0.00	43,110.35	91	473.74
	Catalyst Manufacturing Services	3	5,517.50	30	183.92	12,797.88	42	304.71	18,315.38	64	286.18
	Diosynth Biotechnology	2	12,436.00	58	214.41	28,657.00	66	434.20	41,093.00	105	391.36
	Fidelity Investments	2	213,350.74	149	1,431.88	701,842.65	1443	486.38	915,193.39	1483	617.12
	GlaxoSmithKline	3	0.00	0	0.00	388,858.10	280	1,388.78	388,858.10	280	1,388.78
	INC Research	1	7,632.00	58	131.59	38,759.82	12	3,229.99	46,391.82	70	662.74
	Kellogg	1	27,264.00	124	219.87	9,081.00	6	1,513.50	36,345.00	128	283.95
	Novartis	1	0.00	0	0.00	81,477.37	43	1,894.82	81,477.37	43	1,894.82
	Red Hat (13)	3	848.00	0	0.00	93,130.40	153	608.70	93,978.40	153	614.24
	Time Warner Cable	3	23,505.59	379	62.02	101,423.80	88	1,152.54	124,929.39	442	282.65
WAYNE											
	AAR Manufacturiing	2	2,673.88	73	36.63	10,468.85	55	190.34	13,142.73	128	102.68
	AAR Mobility Systems	1	312.00	20	15.60	3,715.61	21	176.93	4,027.61	41	98.23
	APV Heat Transfer	2	0.00	0	0.00	1,343.08	13	103.31	1,343.08	13	103.31
WESTERN PIEDMONT											
	Caterpillar	4	0.00	0	0.00	2,020.39	16	126.27	2,020.39	16	126.27
	Ice River Springs/Morganton	1	15,614.00	38	410.89	342.32	29	11.80	15,956.32	52	306.85
	Viscotec 2	2	40,500.00	108	375.00	21,437.60	95	225.66	61,937.60	195	317.63
	VX Aerospace	1	0.00	0		43,166.24	27	1,598.75	43,166.24	27	1,598.75
WILKES											
	East Coast Moulding	2	6,500.00	16	406.25	1,417.00	22	64.41	7,917.00	29	273.00
	Manzella Knitting	1	4,200.00	15	280.00	601.00	12	50.08	4,801.00	15	320.07
	Smiths Aerospace Components WJ	3	185.50	80	2.32	10,021.19	26	385.43	10,206.69	80	127.58
WILSON											
	Carolina Cabinet Company	1	1,477.35	33	44.77	0.00	0	0.00	1,477.35	33	44.77
	IWCO	2	28,192.06	381	73.99	25,161.60	45	559.15	53,353.66	381	140.04

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WILSON cont'd	McMullen, Inc.	3	1,269.12	39	32.54	2,588.51	23	112.54	3,857.63	39	98.91
	Sandoz	3	0.00	0	0.00	13,886.16	17	816.83	13,886.16	17	816.83
TOTALS *			**$1,678,596.21**	**7,592**	**221.10**	**$5,276,053.75**	**10,898**	**484.13**	**$6,954,649.96**	**17,087**	**407.01**

* State Budget Appropriations (361)	$6,028,541
House Bill 275 (362)	$0
Total	$6,028,541

PROGRAM-RELATED EXPENDITURES

Media Development Office

Wilkes Community College $405,005.45

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 (MDO) at a community college to provide comprehensive media development services for new and expanding industry projects. The office, now located at Wilkes Community College, produces video, print and computer-based media (CBT) training programs for projects throughout the state. In addition, the Office supports job analysis programs and develops and maintains statewide marketing materials.

During FY 2007-2008, MDO produced a total of 259 minutes of finished video for $184,170.3, or $711.08 per minute. While still well below standard industry rates, this represents an increase of approximately 14% over last year's average per-minute cost, due largely to increased production values, greater use of animation and more detailed editing.

Numerous print jobs were completed for subjects as diverse as Career Readiness Certification, NCCCS Motorsports, and French-to-English translation of manufacturing documents. Total cost for print work was $89,423.46. Formats, page sizes, and work performed varied so widely this year that an average cost per page for development and/or printing would be less than meaningful.

Two web-based, interactive multimedia programs are in the early stages of development for VX Aerospace and Spirit Aerosystems. A real showpiece of an interactive program was completed this year by Horizon Productions for GlaxoSmithKline. MDO consulted on its development, while funding came from project monies at Wake Technical Community College.

Notable mention: *The Media Development Office won a **"Telly Award"** in fy 2007-2008. The Telly Award is awarded for excellence in local, regional, and cable tv commercials, non-broadcast video production, and tv programming.*

Effective June 2008

* Associate Vice President for Economic Development

ADDENDUM

The report is footnoted to explain project expenditures when there were no trainees reported for the reporting period; when there were trainees, but no expenditures; when colleges reported an excessive "average total cost per trainee; or when colleges reported fewer than 12 trainees for the report period (the minimum requirement).

1. **Bladen CC - Cedartown Manufacturing**
   Expenditures were paid this reporting period for training completed during FY 2006-2007. The project closed June 20, 2007, with a total of 65 trainees and the creation of 129 new positions.

2. **Central Carolina CC - Caterpillar**
   The $65,952 in expenditures for Caterpillar encompasses funding for the Simulated Work Environment (SWE) training materials and consumables, plus travel costs for certification of the trainers who would operate the SWE.

3. **Cleveland CC - Kitchen Ventilation**
   Expenditures were for a safety audit; no students were registered.

4. **Craven CC - BSH Home Appliances**
   BSH company instructors provided Six Sigma training to 55 trainees. No company reimbursement was provided, as Six Sigma training is a part of the trainer's regular job responsibilities.

5. **Craven CC - Marco Polo**
   The developmental project for "Marco Polo" at Craven Community College supported the recruitment of Spirit AeroSystems to North Carolina. Spirit will locate a major aircraft assembly project in Lenoir County. An NEIT project will be developed at Lenoir Community College.

6. **Davidson County CC - Arneg**
   The excessive "average total cost per trainee" is due to international travel in support of training. This is an ongoing project that proposes to provide training for 181 trainees, which reflects an average cost per trainee of $1,097 for the overall project.

7. **Johnston CC - NovoNordisk**
   Client company conducted training using training materials developed with NEIT funds; however, the client opted not to accept training instructor reimbursement for which they were eligible.

8. **Mayland CC - Genesis Furniture**
Training was scheduled by third party vendor; however, the equipment was inoperable. A portion of the funds were approved to get the equipment repaired. The project was closed this reporting period with 42 trained by company instructors, 65 trained by college instructors, and the creation of 50 new jobs.

9. **Montgomery CC - Carolina Growler**
The expenditures were for welding procedure certification to structure ongoing training program.

10. **South Piedmont CC - Bonakemi USA, Inc.**
The college expenditures were reported by South Piedmont CC in error. These funds will be reimbursed to the System Office.

11. **Surry CC - CK Technologies**
The excessive "average total cost per trainee" is due to the highly specialized technical program provided. This is an ongoing project that proposes to provide training for 100 trainees, which reflects an average cost per trainee of $ 612.11 for the overall project.

12. **Vance-Granville CC - Proctor & Gamble**
Expenditures were paid this reporting period for training completed during FY 2006-2007. A total of 84 trainees were reported trained by college instructors during FY 2006-2007.

13. **Wake TCC - Red Hat**
Expenditures were paid this reporting period for training completed during FY 2006-2007. A total of 276 trainees were reported trained by company instructors during FY 2006-2007.

Z1. Unless otherwise noted, for those projects where college expenditures were incurred but there were no trainees reported, the expenditures in almost all cases fall within one or more of the following categories: 1) instructional supplies and material costs, 2) travel costs, 3) provision of dedicated training facilities, 4) applicable administrative allowance, as specified in the NEIT guidelines, and 5) job profiles.

Z2. Unless otherwise noted, projects reporting fewer than 12 trainees for the report period are ongoing projects that will provide training, or completed projects that have provided training, for 12 or more jobs over the project time frame (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, 2007 through June 30, 2008.

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	Trained by Company Instructors	Total number of individuals who received training provided by the company instructors or contractors.
8	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.
9	Company's Expectations Met	Extent to which the NEIT program met the company's expectations.
10	Training Impact	Overall impact of the NEIT program on the company's operations.
11	Training Effectiveness	Overall effectiveness of the NEIT program in preparing the company's employees for productivity.

North Carolina Community College System
New and Expanding Industry Training
Project Completions
Projects Completed July 1, 2007 - June 30, 2008

College	Company	Start Date	End Date	Allocations	Expenditures	Trained by Company Instructors	Trained by College Instructors	Company's Expectations Met (Rating)	Training Impact (Rating)	Training Effectiveness (Rating)
Alamance	MeadWestvaco Healthcare Package	03/01/06	11/02/07	$28,732	$28,732	42	16	5	4	4
Asheville-Buncombe	Smoky Mountain Machining	12/15/05	12/11/07	4,978	4,978	0	26	5	5	5
Asheville-Buncombe	Basolif Fibers, LLC	06/19/06	06/30/08	15,339	9,418	0	45	5	5	5
Asheville-Buncombe	National Wiper Alliance	01/12/06	08/29/07	1,418	1,350	0	5	5	5	5
Asheville-Buncombe	Nypro Asheville, Inc.	04/17/06	06/30/08	2,953	2,954	0	54	5	5	5
Bladen	Flanders Filters	10/09/06	04/10/08	9,760	9,760	0	53	4	4	4
Caldwell	Force One	06/15/05	06/14/08	12,222	12,222	30	0	n/a	n/a	n/a
Cape Fear	Sturdy Corp	10/24/05	06/30/08	29,910	29,910	16	107	5	4	4
Catawba Valley	Z F Lemforder Corp	10/01/04	09/30/07	279,286	278,916	88	537	5	5	5
Catawba Valley	Getrag Corporation	07/01/05	06/30/08	459,262	455,137	226	2,554	5	5	5
Central Carolina	Boon Edam Tomsed, Inc.	09/01/06	12/31/07	10,966	10,966	14	73	3	4	4
Central Carolina	Caterpillar, Inc.	03/01/05	03/01/08	113,597	113,596	577	36	5	5	5
Central Carolina	Patriot Performance Materials	03/01/05	03/01/08	36,202	31,611	48	86	n/a	n/a	n/a
Central Carolina	Biolex, Inc.	01/01/05	01/01/08	7,737	7,063	0	26	5	5	5
Central Piedmont	E*Trade	08/21/06	04/28/08	143,358	143,357	120	305	5	5	5
Central Piedmont	Pulte Mortgage	03/01/06	03/24/08	10,275	10,273	42	10	4	4	4
Central Piedmont	Time Warner Cable-Charlotte	09/20/05	06/30/08	272,931	272,931	469	318	5	5	5
Cleveland	Chris Craft	03/15/07	06/30/08	24,864	24,554	31	13	5	5	5
Cleveland	Ultra Machine & Fabrication	03/05/07	06/17/08	52,482	52,342	0	227	4	5	5
Coastal Carolina	NEW Customer Services Com, Inc.	09/01/06	03/01/08	118,576	118,576	471	0	5	5	5
Coastal Carolina	Hatteras Yachts	10/15/06	04/11/08	31,158	31,158	0	95	5	5	5

North Carolina Community College System
New and Expanding Industry Training
Project Completions
Projects Completed July 1, 2007 - June 30, 2008

College	Company	Start Date	End Date	Allocations	Expenditures	Trained by Company Instructors	Trained by College Instructors	Company's Expectations Met (Rating)	Training Impact (Rating)	Training Effectiveness (Rating)
Craven	Hatteras Yachts	08/29/05	11/30/07	54,395	54,364	0	105	4	4	4
Davidson	Dantherm	01/23/06	12/31/07	2,399	2,399	0	19	4	4	4
Durham	Cree, Inc.	01/10/05	08/30/07	303,203	303,464	825	242	4	5	3
Edgecombe	Farmtrac North America	02/15/07	01/18/08	1,365	1,365	7	23	5	5	5
Fayetteville	NEW Customer Service Co., Inc.	02/19/07	03/14/08	97,736	91,236	253	0	5	5	5
Forsyth	Reynolds American, Inc.	11/15/04	01/14/08	219,263	219,263	0	222	5	5	5
Gaston	Bosch Tool Corp	12/12/05	11/06/07	80,767	80,707	55	42	5	5	5
Gaston	Pharr Yarns	08/17/05	06/30/08	115,795	115,771	49	134	5	5	5
Gaston	RSI Home Products	07/01/05	06/02/08	62,385	60,893	0	278	4	4	4
Guilford	Time Warner Cable - Greensboro	03/20/06	12/19/07	94,870	94,869	912	42	5	5	5
Guilford	Lodging by Liberty	02/21/07	02/18/08	18,232	17,688	22	9	4	4	4
Halifax	PCB Piezotronics	12/20/04	11/30/07	287,320	287,024	93	117	4	4	4
Johnston	Talecris	04/01/05	03/31/08	199,330	199,128	0	542	5	5	5
Lenoir	NWL, Inc.	03/07/05	12/31/07	1,712	1,712	0	10	5	4	5
Mayland	Altec Industries	02/01/05	02/01/08	490,697	490,693	156	432	3	3	3
Mayland	Better Publishing	08/16/04	07/10/07	52,332	52,332	0	41	5	4	4
Mayland	Genesis Furniture	10/24/05	06/30/08	101,245	101,242	42	65	n/a	n/a	n/a
McDowell	Cobia Boat Company	02/03/06	06/23/08	143,419	142,482	82	82	4	4	4
McDowell	Carriage House Door	03/01/06	06/26/08	23,640	21,726	36	36	4	4	4
Mitchell	Canac Kitchens	06/10/05	06/10/08	64,753	64,751	185	145	5	5	5
Nash	West Corporation	12/11/06	06/30/08	27,986	27,986	385	10	5	5	5

North Carolina Community College System
New and Expanding Industry Training
Project Completions
Projects Completed July 1, 2007 - June 30, 2008

College	Company	Start Date	End Date	Allocations	Expenditures	Trained by Company Instructors	Trained by College Instructors	Company's Expectations Met (Rating)	Training Impact (Rating)	Training Effectiveness (Rating)
Piedmont	Royal Park Uniforms	08/21/06	09/14/07	15,288	15,288	25	0	5	5	5
Piedmont	US Flue-Cured Tobacco Growers	11/01/04	10/15/07	80,273	79,073	70	60	5	5	5
Piedmont	Spuntech	04/01/05	03/12/08	93,156	93,029	67	28	5	5	5
Pitt	DSM Dyneema	03/31/06	12/31/07	74,750	65,651	96	121	5	5	5
Pitt	Harper Brush Works, Inc.	02/07/05	02/07/08	30,536	25,299	69	46	5	4	4
Randolph	BJ Consew	04/17/06	12/31/07	4,445	4,406	28	10	5	5	5
Randolph	Hubbell Industrial Controls	12/05/05	12/31/07	37,368	37,368	131	114	5	5	5
Randolph	The Timken Company	06/05/06	12/31/07	87,354	87,353	52	123	5	5	5
Richmond	APG Meridan, Inc.	11/01/06	05/28/08	13,062	13,062	0	9	4	4	4
Richmond	Arvin Meritor	10/24/05	06/25/08	142,325	142,323	149	453	4	4	4
Richmond	Ritz Craft Corporation	08/01/05	04/15/08	118,125	114,014	187	20	4	4	4
Robeson	Comark Building Systems	08/01/05	06/26/08	98,825	96,119	115	36	5	5	5
Robeson	Mountaire Farms of NC, Inc.	06/06/06	06/30/08	13,660	13,660	159	49	5	5	5
Robeson	Tredegar Films Corp	06/12/06	06/19/08	32,296	32,857	82	23	4	5	5
Rockingham	Alcan Packaging	01/01/06	04/10/08	81,019	81,019	94	258	5	5	5
Rockingham	Bridgestone Aircraft Tire	09/01/06	06/26/08	8,384	5,330	0	69	5	5	5
Rowan-Cabarrus	Maxon Furniture, Inc.	09/26/05	03/31/08	20,622	20,621	0	60	n/a	n/a	n/a
Rowan-Cabarrus	National Starch	02/20/06	04/30/08	12,117	12,108	0	86	4	4	4
Rowan-Cabarrus	PGT Industries	06/01/06	05/31/08	51,298	51,298	84	48	4	5	4
Sandhills	Trident Marketing Inc.	01/03/05	01/03/08	33,102	27,913	159	88	4	4	4
Stanly	Fiber Composites	10/10/05	06/26/08	32,235	32,201	0	169	5	5	5

North Carolina Community College System
New and Expanding Industry Training
Project Completions
Projects Completed July 1, 2007 - June 30, 2008

College	Company	Start Date	End Date	Allocations	Expenditures	Trained by Company Instructors	Trained by College Instructors	Company's Expectations Met (Rating)	Training Impact (Rating)	Training Effectiveness (Rating)
Stanly	Norwood Manufact	05/01/06	01/28/08	16,134	16,133	0	51	5	5	5
Surry	AES, Inc.	12/15/06	01/14/08	18,903	18,903	6	13	4	4	5
Surry	Gerard's Bakery, LLC	11/10/05	12/10/07	22,805	22,805	0	82	4	4	4
Surry	Interface Fabrics	03/31/06	11/07/07	59,092	58,626	66	34	5	5	5
Surry	United Plastic Corporation	02/27/06	11/07/07	600	600	0	3	4	4	4
Tri-County	Moog Components Group	08/30/05	08/30/07	61,898	61,514	35	35	5	5	5
Tri-County	Team Industries	03/18/28	07/31/07	240,132	229,091	135	135	5	5	5
Vamce-Granville	Proctor & Gamble	09/20/04	09/15/07	85,738	85,737	31	193	5	4	5
Vance-Granville	Dill Air Controls Products	12/15/05	12/15/07	32,807	32,807	32	93	3	2	2
Vance-Granville	CMP Adv. Mechanical Solutions	02/15/05	02/15/08	41,740	41,740	30	64	4	5	5
Vance-Granville	Vescomm	12/01/06	06/01/08	7,728	7,728	12	0	n/a	n/a	n/a
Wake	Red Hat	01/03/05	12/31/07	464,499	464,499	851	381	5	5	5
Wake	Time Warner Cable - Raleigh	05/20/05	05/19/08	416,261	416,257	1,111	369	4	4	4
Wake	GlaxoSmithKline	06/01/06	05/31/08	925,561	925,560	0	621	5	5	5
Wayne	APV Heat Transfer	05/15/06	04/30/08	9,266	8,843	0	13	5	5	5
Western Piedmont	Caterpillar, Inc.	08/23/04	08/22/07	36,629	30,458	18	104	4	5	5
Western Piedmont	Viscotec (2)	05/15/05	05/15/08	81,935	79,446	195	98	5	5	5
Wilkes	East Coast Moulding	01/25/07	03/11/08	14,802	14,802	17	33	5	5	5
Wilson	Sandoz	10/10/05	09/30/07	36,740	29,834	30	64	4	5	5
Totals	**82**			**$7,762,360**	**$7,676,271**	**9,412**	**11,438**	**4.60**	**4.61**	**4.61**

N/A - College unable to obtain summary evaluation from client company due to change in management or company status.

Published August 2008

North Carolina Community College System
http://www.nccommunitycolleges.edu

~ Equal Opportunity Employer ~

Customized Industry Training (CIT) Program Expenditure Report 2007-2008

Submitted to the

Joint Legislative Education Oversight Committee

September 1, 2008

North Carolina
Community College System

(919) 807-7100

R. Scott Ralls, President

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EXECUTIVE SUMMARY

G.S. 115D-5.1(e) (f) reads:

(e) There is created within the North Carolina Community College System the Customized Industry Training (CIT) Program. The CIT Program shall offer programs and training services as new options for assisting existing business and industry to remain productive, profitable, and within the State. Before a business or industry qualifies to receive assistance under the CIT Program, the President of the North Carolina Community College System shall determine that:

(1) The business is making an appreciable capital investment;

(2) The business is deploying new technology; and

(3) The skills of the workers will be enhanced by the assistance.

(f) The State Board shall report on an annual basis to the Joint Legislative Education Oversight Committee on:

(1) The total amount of funds received by a company under the CIT Program;

(2) The amount of funds per trainee received by that company;

(3) The amount of funds received per trainee by the community college delivering the training;

(4) The number of trainees trained by the company and community college; and

(5) The number of years that company has been funded.

This report is submitted as the September 1, 2008 annual expenditure report for the Customized Industry Training (CIT) Program.

CUSTOMIZED INDUSTRY TRAINING PROGRAM
Program Guidelines

Adopted by the State Board October, 2005
Amended November 16, 2007

BACKGROUND

Business and Industry in North Carolina has recognized the value of the New and Expanding Industry Training (NEIT) and the Focused Industry Training (FIT) programs as they have grown and developed workforces with national and international acclaim. North Carolina is now required to be just as competitive to sustain the existing businesses within specific industrial sectors, as it is to recruit new companies to the State. The increased flexibility to surgically apply training programs that result in new investments that yield a sustainable and dependable economic foundation is of great importance as we maintain our overall economic stability. The capacity to provide programmatic flexibility to fulfill these needs will yield job sustainability and the addition of jobs back to the economy at a rate that is faster than can currently be accommodated.

PURPOSE

This program provides greater flexibility for the NCCCS to meet the retraining needs for existing business organizations in North Carolina's communities. It will provide more intimate contact with the existing industry base in both the rural and metropolitan areas of the state and will stimulate the economic vitality. The intent of the program would be to augment the services of the NEIT and FIT programs where their current guidelines do not apply. The program benefits will provide greater responses to fulfill the needs of North Carolina's changing economy as industry sectors experience expansions and contractions within the global economic environment. Ultimately, the jobs saved or recovered by bridging the gaps will contribute to greater employment and productivity in the economy.

ELIGIBILITY

Those businesses and industries eligible for support through the Customized Industry Training Program include Manufacturing, Technology Intensive (software, biotech), Regional or National Warehousing and Distribution Centers, Business Support Services, and Air Courier Services. Resources may support training assessment, instructional design, instructional costs, and training delivery for personnel involved in the direct production of goods and services. Production and technology support positions are also eligible

for training support. Eligible trainees must be current full-time associates of the business or industry. Additionally, three qualifiers established through legislation must be met. These qualifiers are outlined within the following component of the Program Guidelines.

LEGISLATIVE AUTHORITY

SECTION 8.4(b) G.S. 115D-5.1(e)

There is created within the North Carolina Community College System the Customized Industry Training (CIT) Program. The CIT Program shall offer programs and training services as new options for assisting business and industry to remain productive, profitable, and within the State. Before a business or industry qualifies to receive assistance under the CIT Program, the President of the North Carolina Community College System shall determine that:

(1) The business is making an appreciable capital investment;
(2) The business is deploying new technology; and
(3) The skills of the workers will be enhanced by the assistance.

METHOD OF APPROVAL

Project approvals will be made on a case-by-case basis at the discretion of the NCCCS President with the recommendation of the Vice President of Economic and Workforce Development*.

The Customized Industry Training Request for Funding Proposal will be made from the local community college to the Regional Customized Training Director, submitted to the Vice President for Economic and Workforce Development* for review and recommendation to the President of the North Carolina Community College System for approval. Each proposal will be reviewed thoroughly to determine the degree to which it fulfills the intent of the authorizing legislation and either creates, sustains economic activity or retains employment for North Carolina business organizations.

The Customized Industry Training Program has an annual budget of $2,750,000. Colleges will receive a 10 percent administrative performance allowance based upon the current fiscal year expenditures that support an approved CIT project. Approved CIT projects cannot exceed 18 months in duration.

Effective June 2008
*Associate Vice President for Economic Development

DATA CATEGORY DEFINITIONS

	Column	Definition
1	Community College	College to which funds have been allocated for the support of a CIT project.
2	Company	Company supported by CIT project funding.
3	Fiscal Years Funded	Total number of fiscal years the CIT project has been funded.
4	Company Training Reimbursement Expenditures	Funds provided directly to a company for instructional and other training-related expenditures allowable under the CIT program.
5	Number Trained by Company Instructors	Number of trainees trained by instructors who are company employees/ contractors.
6	Average Company Reimbursement Per Trainee	CIT 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 CIT program, including the 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 a CIT funded project.
9	Average College Cost Per Trainee	Total CIT funds expended by a community college for support of a CIT project, outside of funds provided directly to a company, divided by the total number of trainees trained by community college instructors.
10	Total Expenditures	Total amount of CIT funds expended to support a specific CIT training project.
11	Total Trained by Company and College Instructors	Total number of trainees trained under a CIT funded project, including those trained by both company and community college instructors.
12	Average Total Cost Per Trainee	Total CIT expenditures for a particular CIT training project divided by the total number of trainees.

North Caroliona Community College System
Customized Industry Training Program Expenditure Report
Reporting Period July 1, 2007 - June 30, 2008

Community College (1)	Company (2)	Fiscal Years Funded (3)	Company Training Reimbursement Expenditures (4)	Number Trained by Company Instructors (5)	Average Company Reimbursement Per Trainee (6)	College Training Expenditures (7)	Number Trained by College Instructors (8)	Average College Cost Per Trainee (9)	Total Expenditures (10)	Total Trained by Company & College Instructors (11)	Average Total Cost Per Trainee (12)
Alamance											
	GKN Driveline, Inc.	2	0.00	0	0.00	$1,819.56	25	$72.78	1,819.56	25	$72.78
	MeadWestvaco Corporation	1	70,075.00	79	887.03	26,871.73	26	1,033.53	96,946.73	93	$1,042.44
Asheville-Buncombe											
	Volvo Construction Equipment (1)	2	0.00	0	0.00	21,650.00	2	10,825.00	21,650.00	2	$10,825.00
Beaufort											
	Carver Machine	1	0.00	0	0.00	8,269.35	60	137.82	8,269.35	60	$137.82
Catawba Valley											
	Ethan Allen Maiden	1	19,579.50	57	343.50	37,389.00	444	84.21	56,968.50	488	$116.74
Cleveland											
	MeadWestvaco AGI	1	0.00	0	0.00	26,162.70	60	436.05	26,162.70	60	$436.05
Forsyth											
	Smurfit-Stone Corrugated Container	1	0.00	0	0.00	49,500.00	17	2,911.76	49,500.00	17	$2,911.76

North Caroliona Community College System
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Community College (1)	Company (2)	Fiscal 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)
Gaston											
	Actavis (2)	1	0.00	0	0.00	10,605.61	0	0.00	10,605.61	0	$0.00
	Cocharane Furniture	2	0.00	0	0.00	8,933.87	25	357.35	8,933.87	25	$357.35
Guilford											
	Kmart Greensboro Distribution Center	1	0.00	0	0.00	17,231.38	35	492.33	17,231.38	35	$492.33
Isothermal											
	Simeus Foods	2	0.00	0	0.00	361.48	14	25.82	361.48	14	$25.82
James Sprunt											
	Guilford, Inc.	2	0.00	0	0.00	6,764.20	7	966.31	6,764.20	7	$966.31
Johnston											
	Raleigh Precision Products	1	0.00	0	0.00	1,685.00	24	70.21	1,685.00	24	$70.21
	Polymer Group, Inc.	1	0.00	0	0.00	29,317.20	15	1,954.48	29,317.20	15	$1,954.48
Mayland											
	Parker Forest Products, LLC	1	0.00	0	0.00	5,760.00	4	1,440.00	5,760.00	4	$1,440.00

North Caroliona Community College System
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Community College (1)	Company (2)	Fiscal Years Funded (3)	Company Training Reimbursement Expenditures (4)	Number Trained by Company Instructors (5)	Average Company Reimbursement Per Trainee (6)	College Training Expenditures (7)	Number Trained by College Instructors (8)	Average College Cost Per Trainee (9)	Total Expenditures (10)	Total Trained by Company & College Instructors (11)	Average Total Cost Per Trainee (12)
McDowell											
	Janesville Acoustics	1	0.00	0	0.00	11,914.83	16	744.68	11,914.83	16	$744.68
Mitchell											
	NGK Ceramics USA	1	0.00	0	0.00	28,371.91	68	417.23	28,371.91	68	$417.23
Piedmont											
	Eaton Corporation	2	0.00	0	0.00	37,307.07	64	582.92	37,307.07	64	$582.92
	GKN Driveline, Inc. Team Leader Transformation (3)	2	0.00	0	0.00	81.32	0	0.00	81.32	0	$0.00
Pitt											
	Fuji Silysia Chemical, Ltd. New CSG Line	2	23,286.15	19	1,225.59	0.00	0	0.00	23,286.15	19	$1,225.59
Richmond											
	Trinity Manufacturing (4)	2	320.00	0	0.00	35,221.39	0	0.00	35,541.39	0	$0.00
Robeson											
	Elkay Southern Corporation	2	0.00	0	0.00	6,900.00	107	64.49	6,900.00	107	$64.49
Rockingham											
	Miller Breweries East-Eden	1	40,143.07	64	627.24	19,000.00	20	950.00	59,143.07	73	$810.18

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Community College (1)	Company (2)	Fiscal 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)
Sandhills											
	ITG Burlington	2	0.00	0	0.00	14,000.00	14	1,000.00	14,000.00	14	$1,000.00
Stanly											
	Carnes Miller Gear Company, Inc.	1	0.00	0	0.00	541.70	19	28.51	541.70	19	$28.51
Surry											
	Unifi, Inc. (5)	1	0.00	0	0.00	59.40	0	0.00	59.40	0	$0.00
Tri-County											
	Coats American	1	0.00	0	0.00	2,933.92	32	91.69	2,933.92	32	$91.69
	Moog Components Group	1	0.00	0	0.00	43,373.84	36	1,204.83	43,373.84	36	$1,204.83
	Snap On Tools	1	0.00	0	0.00	11,700.00	25	468.00	11,700.00	25	$468.00
Wake											
	Morton Metalcraft	1	0.00	0	0.00	80,612.82	60	1,343.55	80,612.82	60	$1,343.55
Wayne											
	Uchiyama America, Inc. (6)	2	4,239.99	3	1,413.33	7,500.00	0	0.00	11,739.99	3	$3,913.33

North Caroliona Community College System
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Community College (1)	Company (2)	Fiscal Years Funded (3)	Company Training Reimbursement Expenditures (4)	Number Trained by Company Instructors (5)	Average Company Reimbursement Per Trainee (6)	College Training Expenditures (7)	Number Trained by College Instructors (8)	Average College Cost Per Trainee (9)	Total Expenditures (10)	Total Trained by Company & College Instructors (11)	Average Total Cost Per Trainee (12)
Wilkes											
	Jeld Wen	1	6,360.00	12	530.00	570.00	6	95.00	6,930.00	12	$577.50
	Louisiana Pacific	1	2,120.00	66	32.12	942.18	8	117.77	3,062.18	66	$46.40
	Truline Truss	1	3,671.50	15	244.77	0.00	0	0.00	3,671.50	15	$244.77
TOTALS			$169,795.21	315	$539.03	$553,351.46	1,233	$448.78	$723,146.67	1,498	$482.74

ADDENDUM

This report is footnoted to explain project expenditures when there were no trainees reported for the reporting period; when there were trainees, but no expenditures; or when colleges reported an excessive "average total cost per trainee."

1. **Asheville-Buncombe TCC - Volvo Construction Equipment**
   The excessive "average total cost per trainee" includes the cost of two individuals completing train-the-trainer activities. This is an ongoing project that proposes to provide training for 200 trainees, which reflects an average cost per trainee of $ 560.13 for the overall project.

2. **Gaston College - Actavis**
   College expenditures include the development of four job profiles. No training occurred during this reporting period, but is scheduled for July/August 2008, as outlined in the training plan.

3. **Piedmont CC - GKN Driveline, Inc. Team Leader Transformation**
   College expenditures include instructional material expenses for training completed during FY 2006-2007.

4. **Richmond CC - Trinity Manufacturing**
   Expenditures were paid this reporting period for training completed during FY 2006-2007. A total of 22 trainees were trained during 2006-2007: 15 trained by company instructors and 22 trained by college instructors.

5. **Surry CC - Unifi, Inc.**
   College expenditures are for instructional materials to support scheduled training in FY 2008-2009.

6. **Wayne CC - Uchiyama America, Inc.**
   College expenditures include the development of five job profiles. The excessive "average total cost per trainee" includes the development of job profiles. The project closed this reporting period with a total of 16 trainees. The average total cost per trainee for the overall project was $2,064.16.

Approved CIT Projects
2005-2006 through 2007-2008

College	Project	Date Approved (by System President)			Approved Budget (Year Funded)		
		FY '05-06	FY '06-07	FY '07-08	FY '05-06	FY '06-07	FY '07-08
Alamance	GKN Driveline, Inc.		09/18/06			$25,284	
Alamance	International Textile Group		09/18/06			64,260	
Alamance	MeadWestvaco Corporation		12/04/06			126,805	
Asheville-Buncombe	Volvo Construction Equipment		05/18/07			117,627	
Beaufort	Carver Machine Works, Inc.			**10/18/07**			**$62,606**
Brunswick	DAK Americas	04/26/06			$27,400		
Catawba Valley	Ethan Allen Maiden			**09/06/07**			**79,998**
Cleveland	Maco, Inc.		08/28/06			29,964	
Cleveland	Meadwestvaco AGI			**09/06/07**			**139,251**
Forsyth	Smurfit-Stone Corrugated Container			**04/03/08**			**185,880**
Gaston	Actavis			**11/06/07**			**89,959**
Gaston	Cochrane Furniture		08/31/06			19,551	
Guilford	Kmart Greensboro Distribution Center			**09/06/07**			**59,223**
Isothermal	Diversified Corporate Technologies	04/05/06			43,964		
Isothermal	Simeus Foods	03/09/06			118,545		
Isothermal	Watts Regulator			**04/22/08**			**129,794**
James Sprunt	Guilford, Inc.		03/28/07			15,296	
Johnston	Bowman Enterprises		01/31/07			27,825	
Johnston	Polymer Group, Inc.			**10/03/07**			**205,682**
Johnston	Raleigh Precision Products			**09/06/07**			**41,591**
Lenoir	DuPont Sorona	05/31/06			24,900		
Mayland	Parker Forest Products, LLC			**12/03/07**			**12,683**

College	Project	Date Approved (by System President)			Approved Budget (Year Funded)		
		FY '05-06	FY '06-07	FY '07-08	FY '05-06	FY '06-07	FY '07-08
McDowell	Columbia Carolina Leadership Series	02/14/06			86,110		
McDowell	Janesville Acoustics			**10/18/07**			**162,068**
McDowell	ToolCraft, Inc.			**04/28/08**			**20,075**
Mitchell	NGK Ceramics USA			**02/28/08**			**91,850**
Piedmont	Eaton Corporation		07/07/06			74,800	
Piedmont	GKN Driveline Team Leader Transformation		09/27/06			21,082	
Pitt	Fuji Silysia Chemical, Ltd. New CSG Line	05/31/06			36,194		
Richmond	Rexham, Inc. (formerly Owens-Illinois Gatorade 43mm Plastop Training)	05/31/06			39,606		
Richmond	Trinity Manufacturing, Inc.		03/07/07			129,990	
Robeson	Elkay Southern Corporation	06/29/06				142,395	
Rockingham	Miller Breweries East - Eden		03/05/07			126,958	
Rowan-Cabarrus	Freightliner - New Product Introduction to NC Manufacturing Sites		09/18/06			166,950	
Sandhills	ITG Burlington		09/18/06			105,840	
Sandhills	Thermal Metal Treating		09/18/06			23,352	
Sandhills	Unilever Home and Personal Care	04/06/06			250,000		
Stanly	Carnes Miller Gear Company, Inc.			**01/23/08**			**35,710**
Surry	Unifi, Inc.			**12/19/08**			**173,940**
Tri-County	Coats American		01/02/07			26,226	
Tri-County	Moog Components Group			**10/18/07**			**78,176**
Tri-County	Snap On Tools			**12/18/07**			**71,262**
Wake	Morton Metalcraft			**10/03/07**			**118,734**
Wake	Pepsi Bottling Ventures (PBV)			**02/19/08**			**55,220**

College	Project	Date Approved (by System President)			Approved Budget (Year Funded)		
		FY '05-06	FY '06-07	**FY '07-08**	FY '05-06	FY '06-07	**FY '07-08**
Wayne	Uchiyama America, Inc.	06/08/06			43,535		
Western Piedmont	Continental Teves Morganton	03/09/06			96,570		
Wilkes	Jeld Wen (approved fy '06-07; funded '07-08)		06/27/07				**7,686**
Wilkes	Louisiana Pacific			**12/04/07**			**15,014**
Wilkes	Truline Truss		01/22/07			6,332	
Wilson	Bridgestone/Firestone Training Needs	02/14/06			278,460		
TOTALS		12	19	**20**	$1,045,284	$1,250.537	**$1,836,402**

Customized Industry Training (CIT) Program
Project Completions

Evaluation

The purpose of this evaluation instrument is to assess the effectiveness of the customized training/services completed for companies participating in the CIT 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 CIT program met the company's expectations.

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

Effectiveness - The overall effectiveness of the CIT 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 projects completed during July 1, 2007 through June 30, 2008.

North Carolina Community College System
Customized Industry Training
Project Completions
Projects Completed July 1, 2007 - June 30, 2008

Community College	Company	Start Date	End Date	Approved Budget	Total Expenditures	Trained by Company Instructors	Trained by College Instructors	Total Trained by Company & College Instructors (unduplicated)	Company's Expectations Met (Rating)	Training Impact (Rating)	Training Effectiveness (Rating)
Alamance	GKN Driveline, Inc.	10/04/06	12/31/07	$25,284	20,357.44	0	86	86	4	4	5
Alamance	International Textile Group	10/04/06	03/31/08	64,260	34,020.00	54		54	5	5	5
Alamance	MeadWestvaco Corporation	12/06/06	05/16/08	126,805	122,565.91	79	63	93	4	4	4
Gaston	Cochrane Furniture	10/31/06	04/13/08	19,551	10,894.56	0	47	47	4	4	3
Isothermal	Diversified Corporate Technologies	02/17/06	09/17/07	43,964	21,187.75	11	4	15	5	5	5
Isothermal	Simeus Foods	03/14/06	09/14/07	118,545	8,074.48	0	55	55	4	4	4
James Sprunt	Guilford, Inc.	04/16/07	08/17/07	15,296	14,246.40	0	13	13	5	5	5
Lenoir	Dupont Sorona	05/31/06	09/28/07	24,900	22,101.00	26	26	26	5	5	5
Piedmont	Eaton Corporation	05/15/06	11/15/07	74,800	58,637.72	22	146	151	4	4	4
Piedmont	GKN Driveline, Inc. Team Leader Transformation	10/01/06	04/30/08	21,082	18,087.06	37	37	37	4	3	4

North Carolina Community College System
Customized Industry Training
Project Completions
Projects Completed July 1, 2007 - June 30, 2008

Community College	Company	Start Date	End Date	Approved Budget	Total Expenditures	Trained by Company Instructors	Trained by College Instructors	Total Trained by Company & College Instructors (unduplicated)	Company's Expectations Met (Rating)	Training Impact (Rating)	Training Effectiveness (Rating)
Pitt	Fuji Silysia Chemical, Ltd New CSG Line	05/31/06	11/30/07	36,194	32,602.50	20	31	33	5	5	4
Richmond	Rexham, Inc. (formerly Owens-Ilinois Gatorade 43mm Plastop Training)	05/31/06	11/30/07	39,606	23,385.00	0	30	30	5	5	5
Robeson	Elkay Southern Corporation	12/01/06	06/30/08	142,395	111,530.50	35	107	139	5	5	5
Rowan-Cabarrus	Freightliner, New Product Introduction to NC Manufacturing Sites	10/04/06	01/28/08	166,950	80,770.00	0	28	28	5	5	5
Sandhills	ITG Burlington	09/20/06	02/15/08	105,840	105,839.98	85	25	85	5	5	5
Tri-County	Coats American	01/05/07	04/04/08	26,226	2,933.92	0	32	32	4	4	3
Wayne	Uchiyama America, Inc.	06/08/06	03/31/08	43,535	33,026.66	16	0	16	5	5	4
Western Piedmont	Continental Teves Morganton	03/09/06	09/09/07	96,570	16,700.40	0	92	92	4	4	4
Totals	**18**			**$1,191,803**	**$736,961.28**	**385**	**822**	**1,032**	**4.56**	**4.50**	**4.39**

Published August 2008

North Carolina Community College System
http://www.nccommunitycolleges.edu

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Trends & Statistics
2007-2008

New and Expanding Industry Training
Customized Industry Training

North Carolina Community College System
R. Scott Ralls, President
919-807-7100

EXECUTIVE SUMMARY

New and Expanding Industry Training Program Expenditure Report 2007-2008
Joint Legislative Education Oversight Committee

The North Carolina Community College System is responsible for the New and Expanding Industry Training (NEIT) Program delivery in support of statewide economic development efforts. It has been deemed to be one of the most important solutions to expand the overall economic growth and development in North Carolina.

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. This effort enhances 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. The companies that are eligible for these services are existing companies that expand their workforces and those companies that locate to North Carolina and create "net new jobs" for North Carolinians.

Specific criteria for company eligibility, expenditure guidelines, relevant travel expenses, facilities, materials, supplies and equipment necessary for training are incorporated into the report as required by legislation. The requirements are listed below:

G.S. 115D-5.1 (c) reads:

(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.

The New and Expanding Industry Training (NEIT) program contributes to both the long-term and short-term solutions to economic recovery and vitality necessary in a dynamic and ever changing economic environment. It is one of the strengths of the System!

New & Expanding Industry Training (NEIT) By Region

North Carolina Community College System
Economic Development
Customized Training

Glynda Lawrence, Associate Vice President
Economic Development - East
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m-little@spcc.edu

Cleveland Lewis, Regional Director
Alamance Community College
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Graham, NC 27253-8000
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Piedmont/Triad Region

Jim Whitley, Regional Director
Vance-Granville Community College
Franklin County Campus
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Louisburg, NC 27549
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Research Triangle Region

Lynn Creech, Regional Director
Beaufort Community College
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Washington, NC 27889
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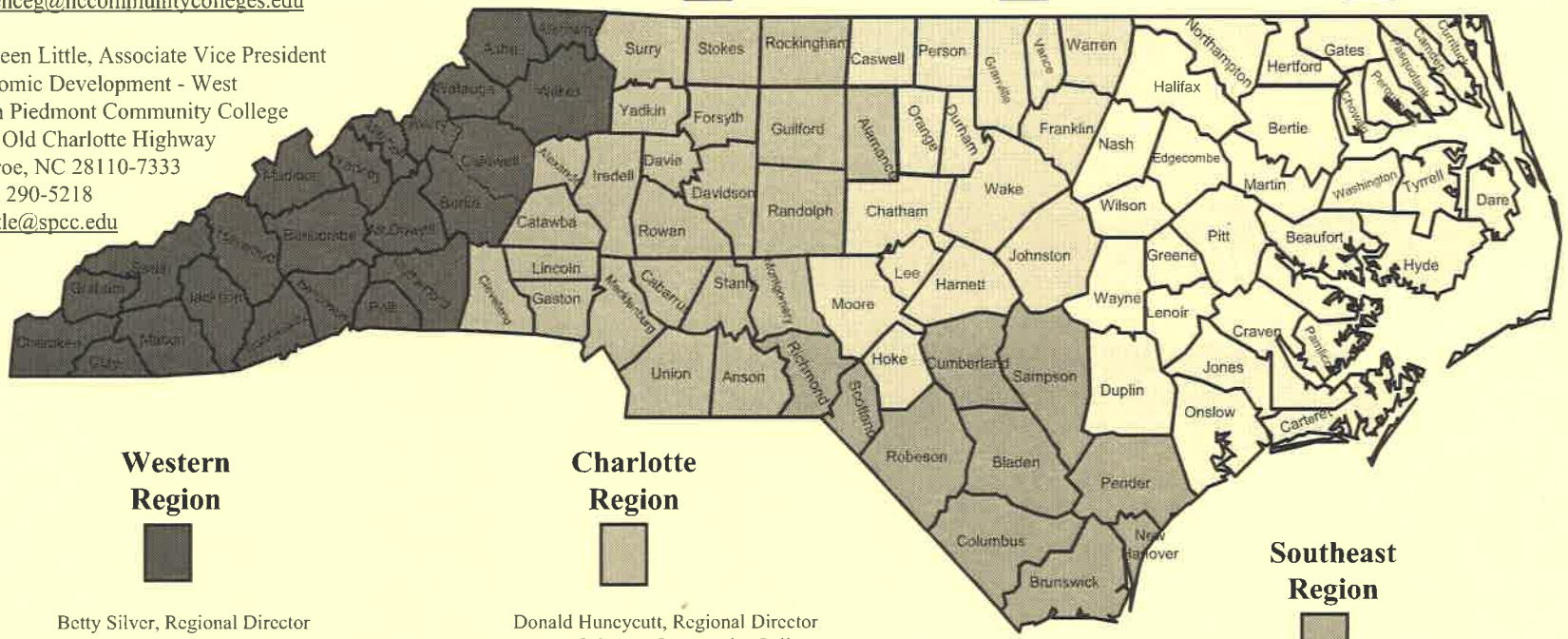
East/Northeast Region



Western Region

Betty Silver, Regional Director
Mayland Community College
200 Mayland Drive, PO Box 547
Spruce Pine, NC 28777
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bsilver@mayland.edu

Charlotte Region

Donald Huneycutt, Regional Director
Rowan Cabarrus Community College
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Salisbury, NC 28145-1595
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Southeast Region

Mark Council, Regional Director
Bladen Community College
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Dublin, NC 28332
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August 2008

New and Expanding Industry Training (NEIT)

Services

Program Development

Pre-employment Assistance

Facilities & Equipment

Customized Instruction

Media Development

Supplies & Materials

On-going Support

New and Expanding Industry Training Statistics
2007-2008

Number of Projects
(with expenditures)

187

95
New Companies

92
Expanding Companies

NEIT Project Expenditures
$ 6,954,649.96

Media Development Expenditures
$405,005.45

Total Expenditures
$7,359.655.41

Number of Trainees
17,087
(unduplicated)

Average Total Cost Per Trainee
$407.01

The terms "new" and "expanding" refer to the company's status in North Carolina at project start up.

NEIT Continuous Improvement Evaluation
Projects Completed July 1, 2007 through June 30, 2008

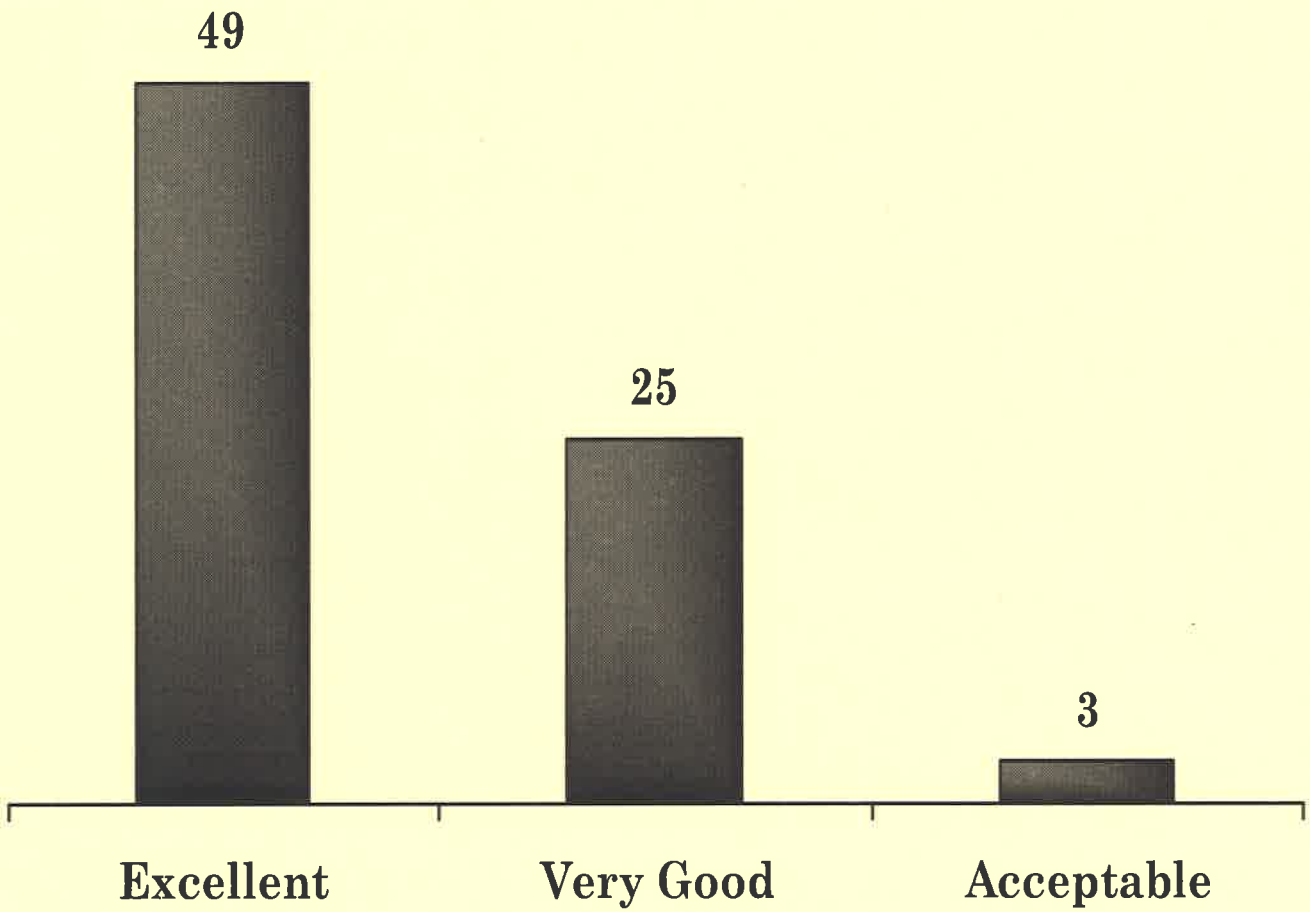
Expectations

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

96% of NEIT clients rated the training excellent or very good

Average Rating = 4.60

Rating Scale:
5 - excellent (highest)
1 – unacceptable (lowest)

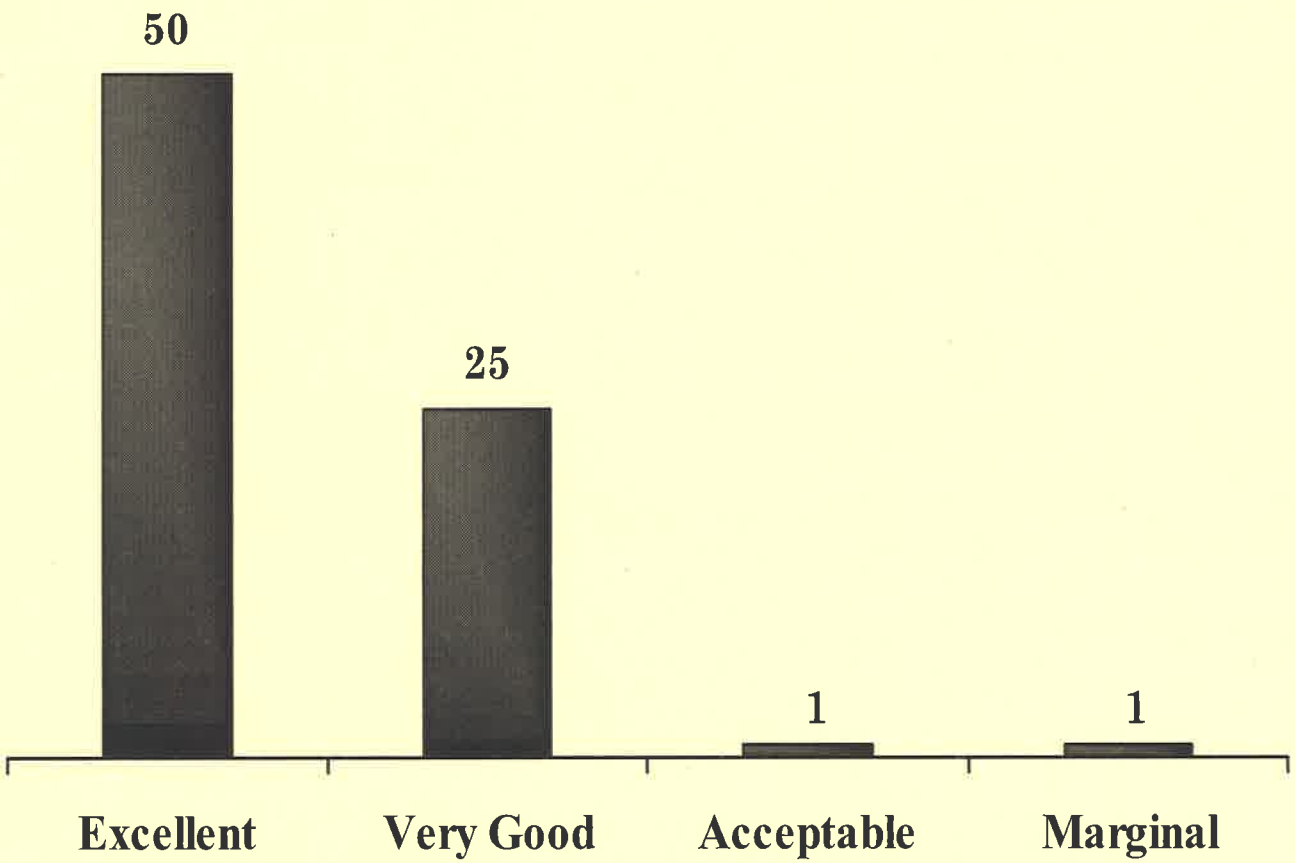


Ratings based on a total of 77 completed evaluations.

NEIT Continuous Improvement Evaluation
Projects Completed July 1, 2007 through June 30, 2008

Impact

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



97% of NEIT clients rated the training excellent or very good

Average Rating = 4.61

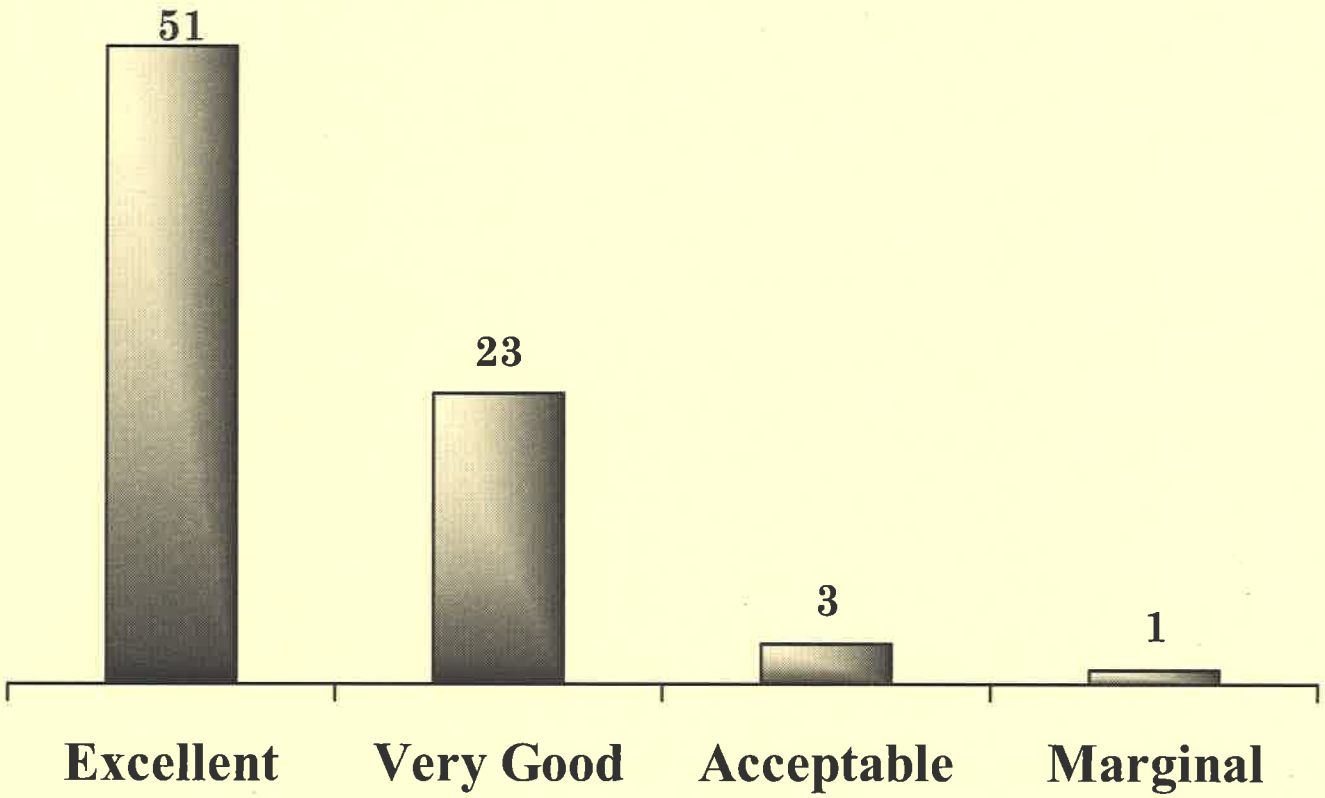
Rating Scale:
5 - excellent (highest)
1 - unacceptable (lowest)

Ratings based on a total of 77 completed evaluations.

NEIT Continuous Improvement Evaluation
Projects Completed July 1, 2007 through June 30, 2008

Effectiveness

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



96% of NEIT clients rated the training excellent or very good

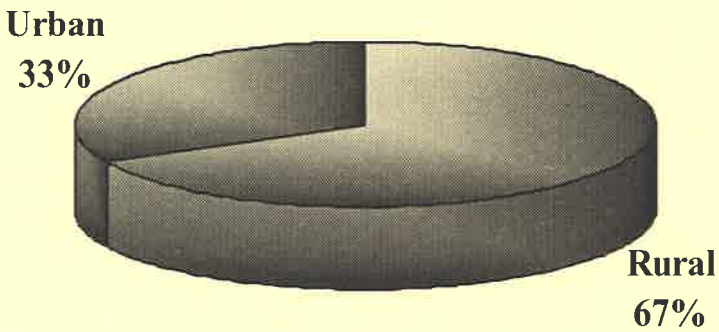
Average Rating = 4.61

Rating Scale:
5 - excellent (highest)
1 - unacceptable (lowest)

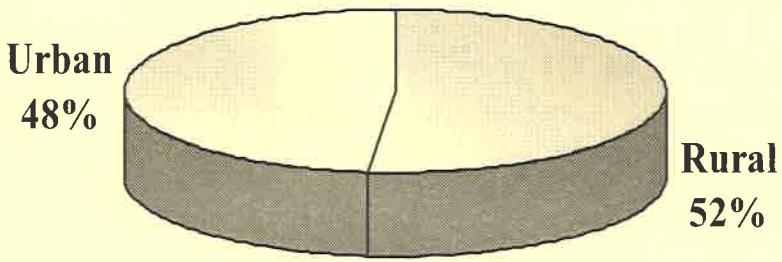
Ratings based on a total of 77 completed evaluations.

NEIT Training by Rural and Urban Counties
2007-2008

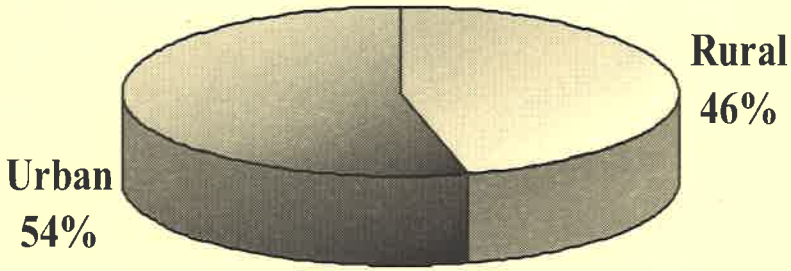
Number of Projects - 187
Rural 126
Urban 61



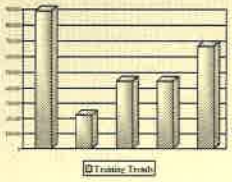
Number of Trainees – 17,087
Rural 8,844
Urban 8,243



Expenditures - $ 6,954,649.96 *
Rural $ 3,201,836.41
Urban $ 3,752,813.55

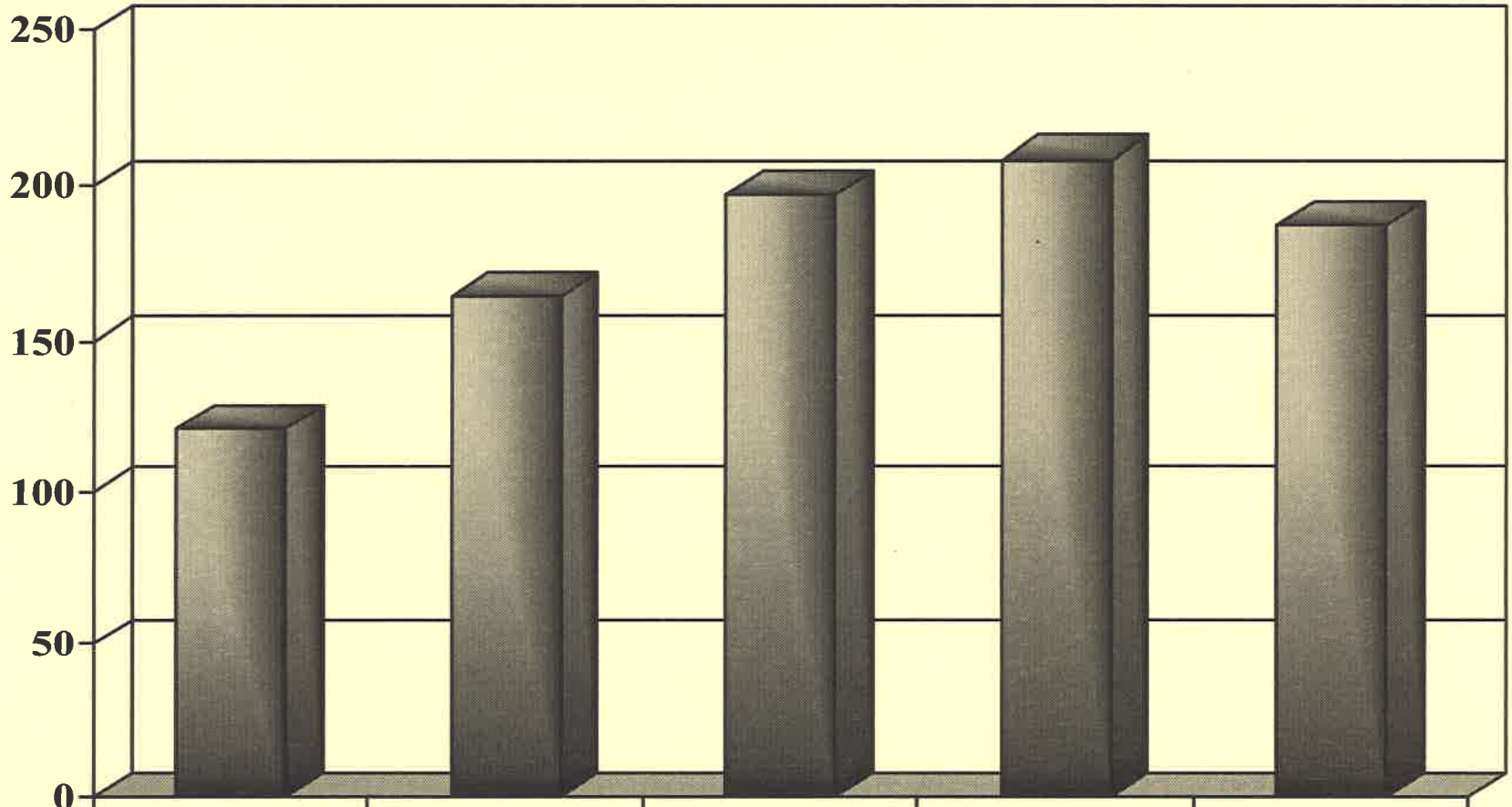


*Not inclusive of $405,005.45 Media Development expenditures



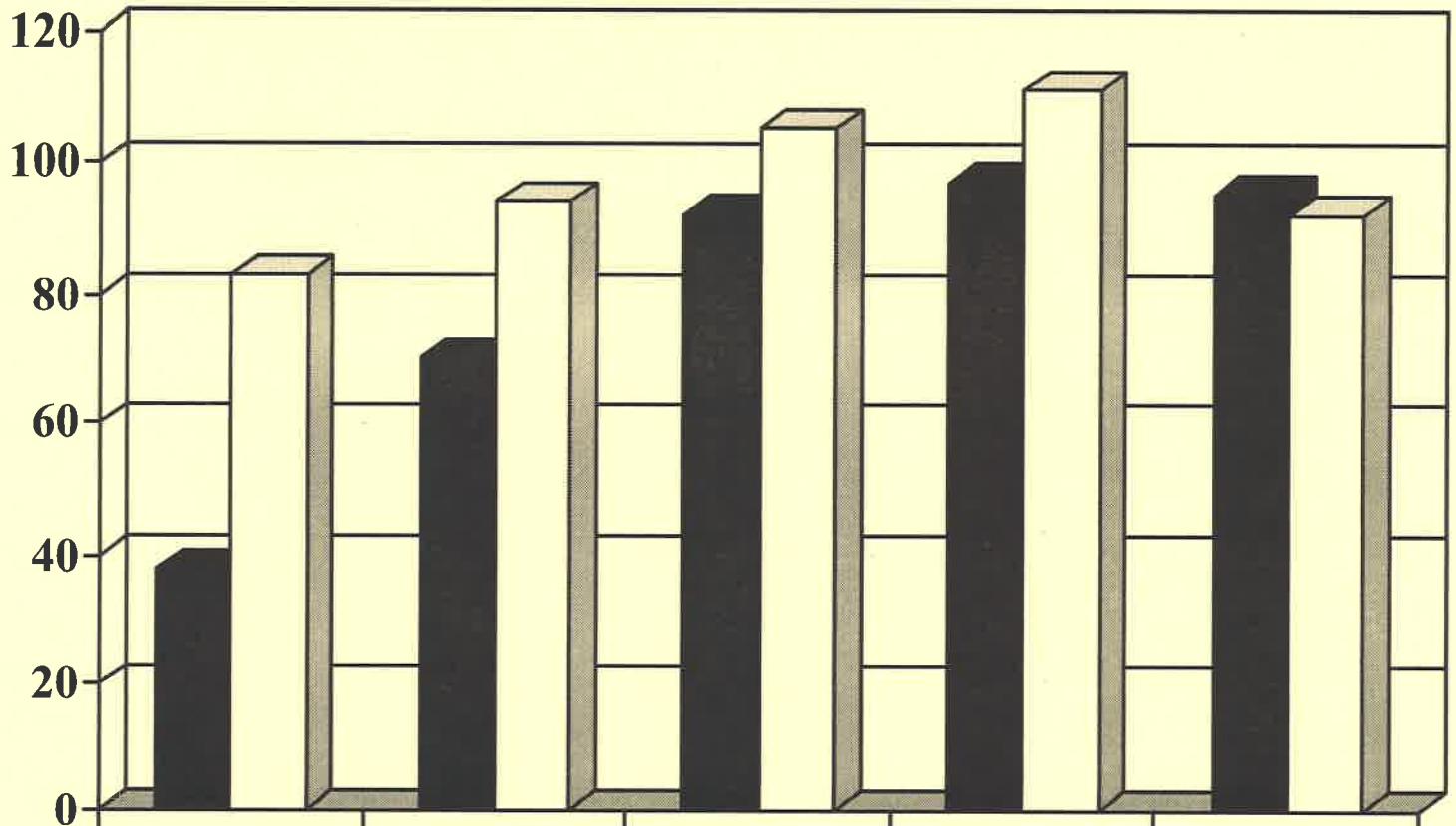
NEIT Training Trends

Number of NEIT Projects



	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008
Projects	121	164	197	208	187

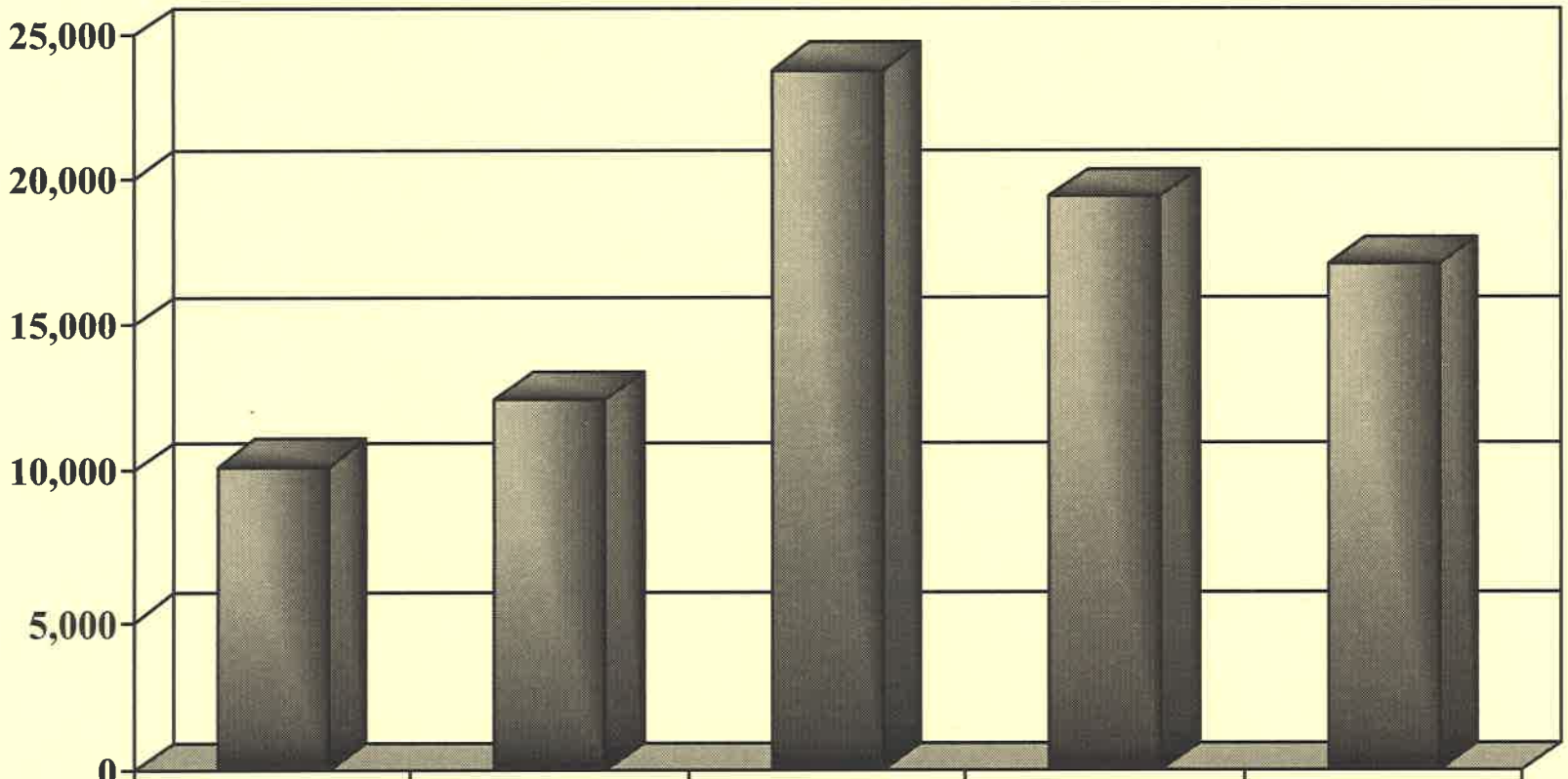
New and Expanding Companies



	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008
New	38	70	92	97	95
Expanding	83	94	105	111	92

■ New □ Expanding

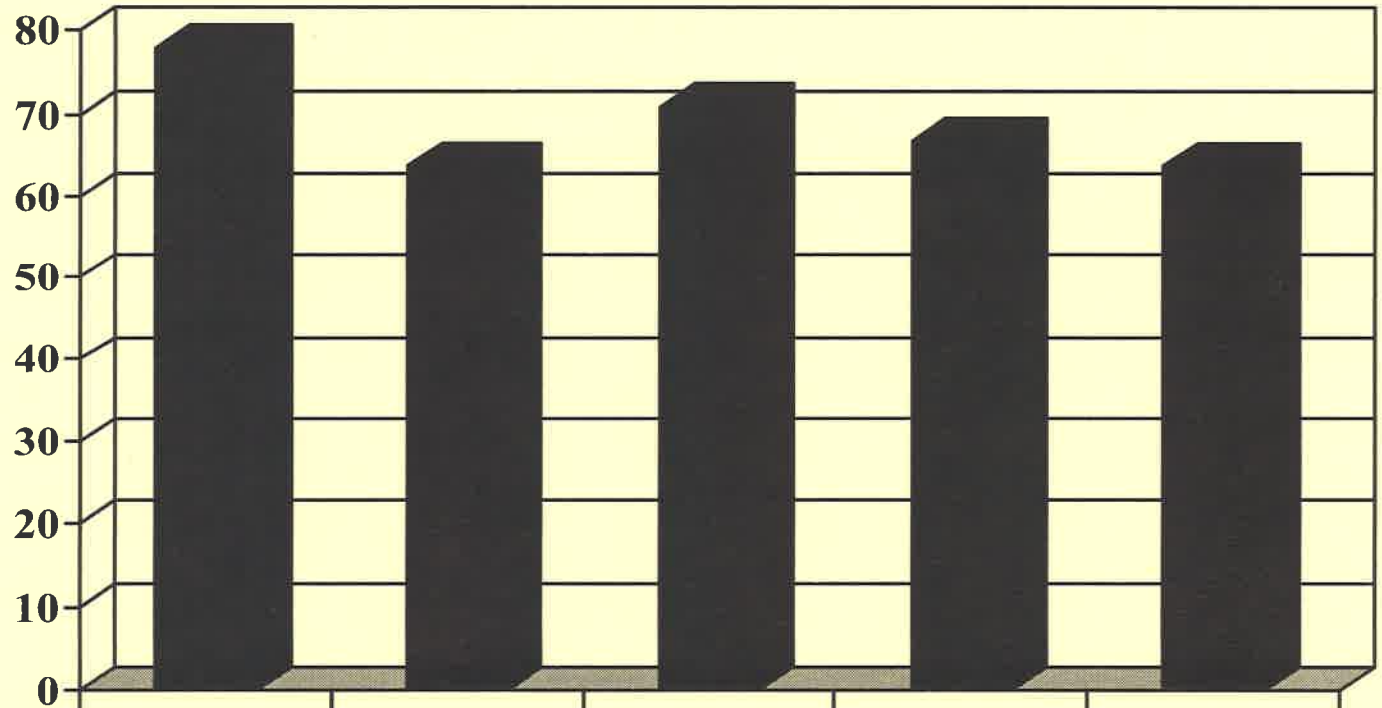
Total Number of Trainees (unduplicated)



	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008
Trainees	10,117	12,398	23,799	19,380	17,087

Significant increase in the number trained during fy '05-06 is a direct result of the 4,500+ trained through the Dell project.

Percentage of Trainees Trained by College Instructors and Contractors

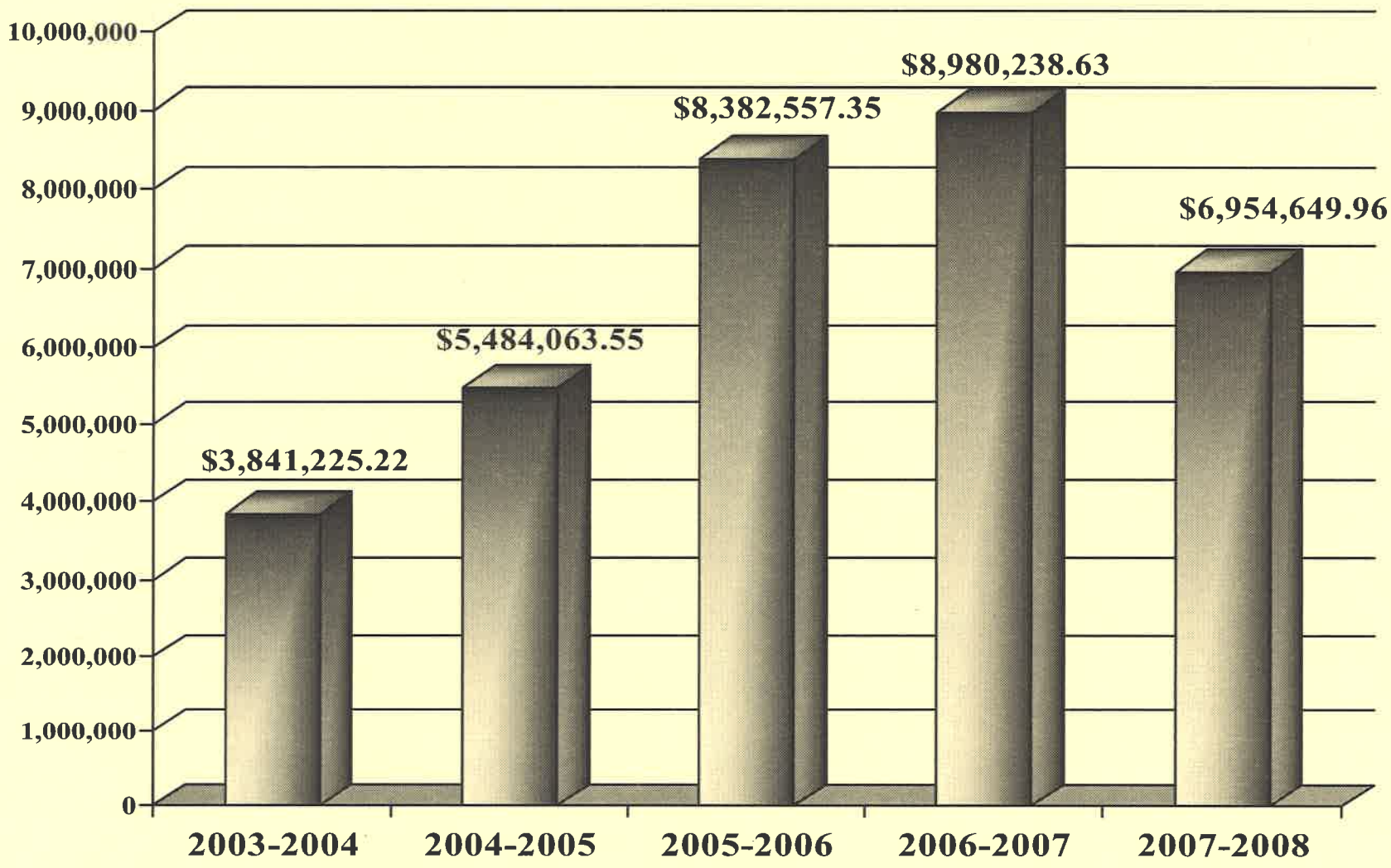


	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008
College Instructors and Contractors %	78	64	71	67	64

■ College Instructors and Contractors %

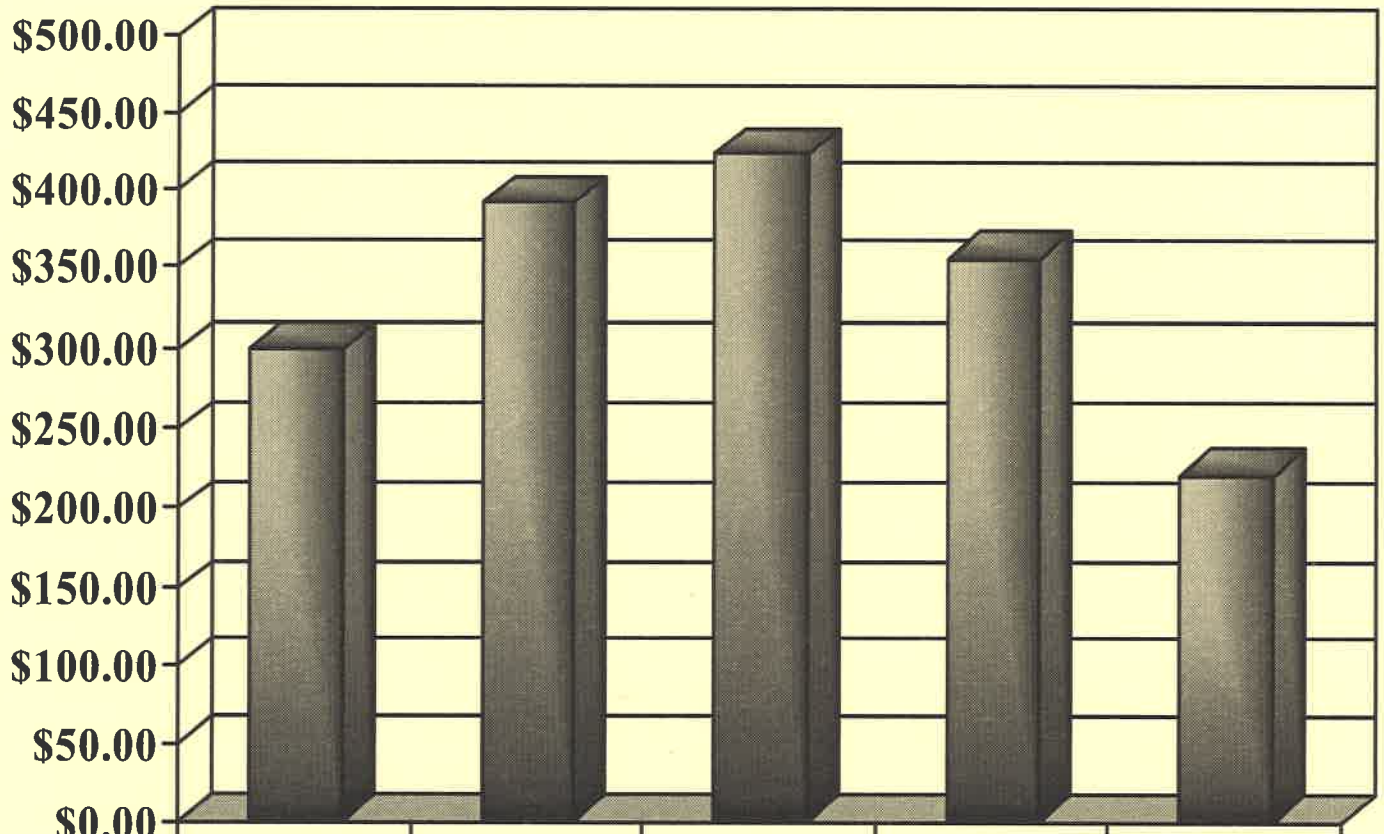
Percentages in this chart are based on the total "duplicated" number of trainees that were trained by college instructors, contractors and company instructors.

Training Expenditures



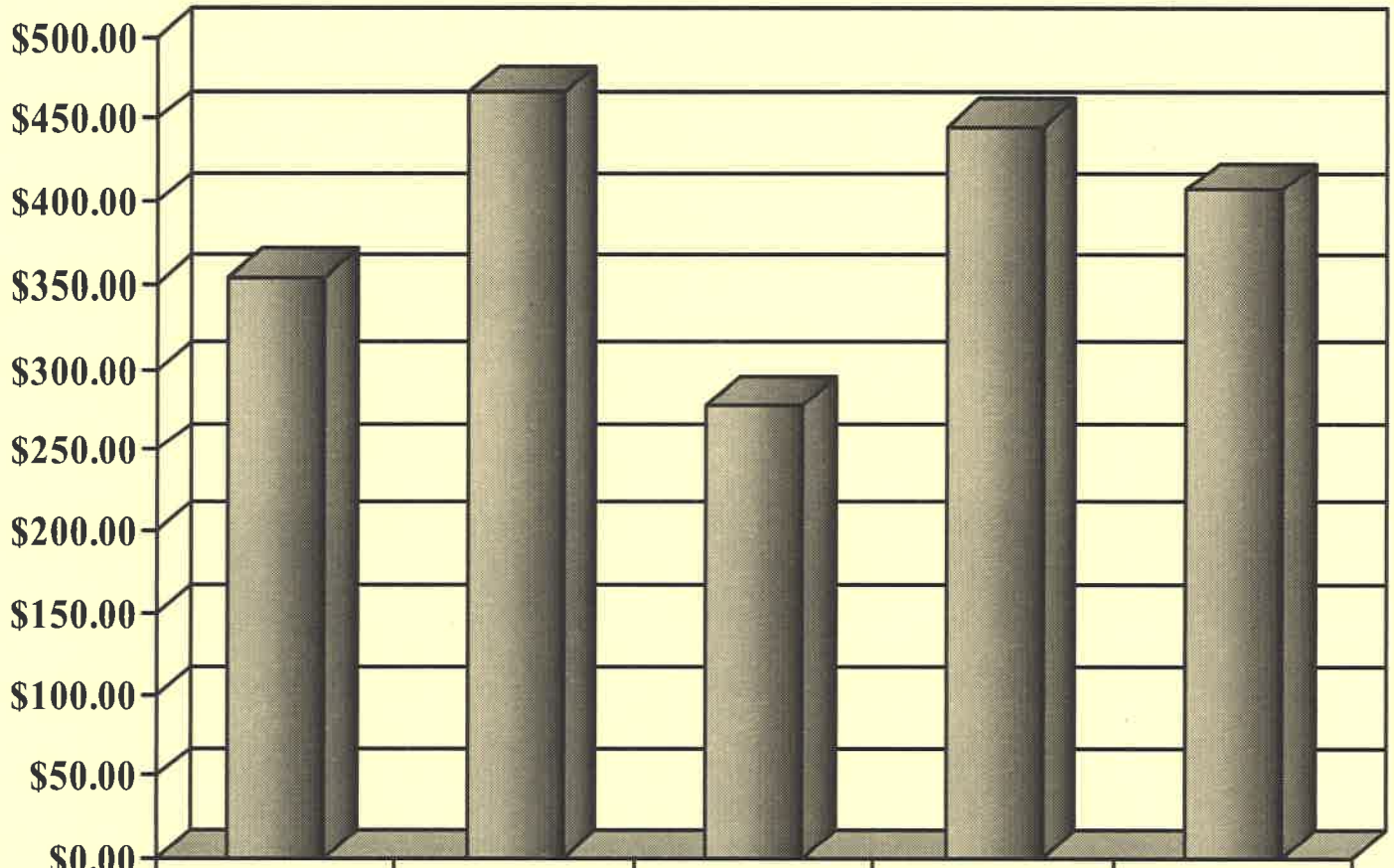
Total expenditures <u>not</u> inclusive of Media Development expenditures.

Average Company Reimbursement Per Trainee



	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008
Average Company Reimbursement Per Trainee	$300.32	$390.78	$423.37	$355.92	$221.10

Average College Expenditure Per Trainee



	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008
Average College Cost Per Trainee	$354.36	$465.62	$278.06	$445.16	$407.01

NEIT Ten-Year Training Trends

1998-1999 through 2007-2008

Year	Number of Projects	Number of New Companies	Number of Expanding Companies	Total Expenditures	Number of Trainees	Average Total Expenditure Per Trainee
1998-1999	193	77	116	$ 7,614,677.69	19,960	$ 381.50
1999-2000	197	81	116	7,247,885.47	20,256	357.81
2000-2001	203	82	121	7,024,819.47	24,068	291.87
2001-2002	155	65	90	5,391,598.35	14,771	365.01
2002-2003	131	52	79	4,005,104.75	10,610	377.48
2003-2004	121	38	83	3,841,225.22	10,117	379.68
2004-2005	164	70	94	5,484,063.55	12,398	442.33
2005-2006	197	92	105	8,382,557.11	23,799	352.22
2006-2007	208	97	111	8,980,238.63	19,380	463.38
2007-2008	187	95	92	$ 6,954,649.96	17,087	$ 407.01

Customized Industry Training (CIT)

Customized Industry Training (CIT)

Program Purpose

- To provide greater flexibility for the NCCCS to meet the retraining needs for "existing" business organizations in North Carolina.
- To augment the services of the NEIT and FIT programs where their current guidelines do not apply.
- To apply training programs that result in new investments that yield a sustainable and dependable economic foundation.

Customized Industry Training (CIT)

Highlights

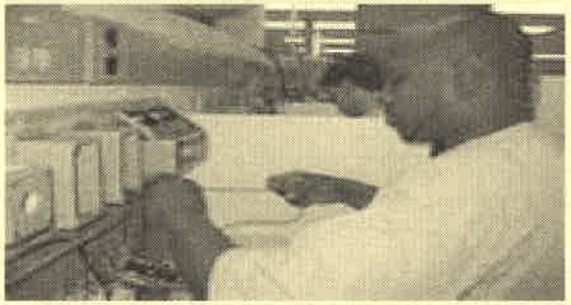
- Funding supports permanent full-time positions with health-care and other appropriate benefits.
- Funding for specific business and industry training required for immediate competitive advantage.
- Wages of newly trained workers will be increased.
- Specific projects no longer than 18 months maximum.
- Allocations made on case-by-case basis at the discretion of the System President.

Customized Industry Training Statistics
2007-2008

Number of Active Projects
(w/expenditures)

34

Total Expenditures
$723,146.67



Total Trainees
1,498

Average Total Cost Per Trainee
$482.74

CIT Continuous Improvement Evaluation
Projects Completed July 1, 2007 through June 30, 2008

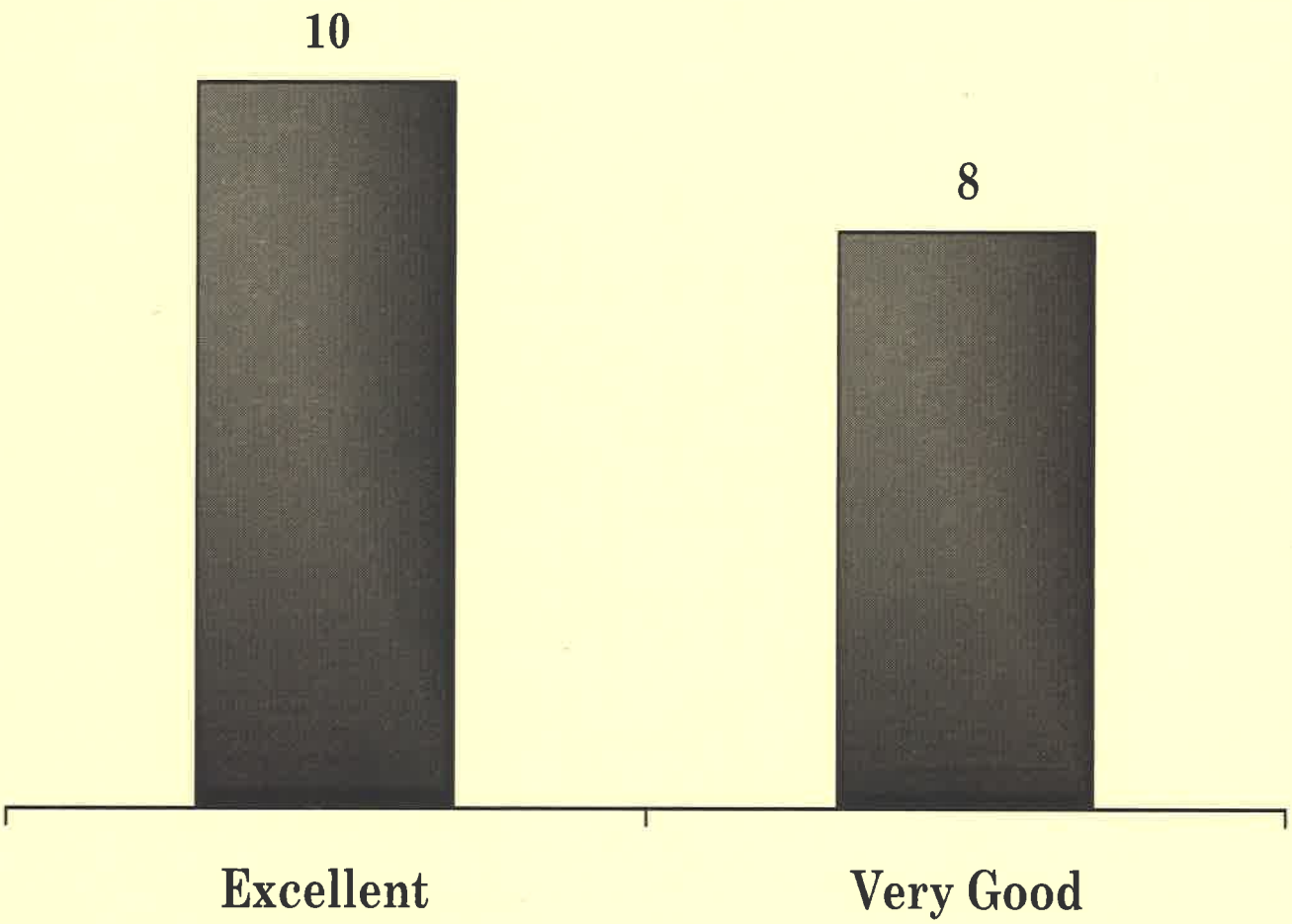
Expectations

Extent to which the CIT Program met the company's expectations.

100% of CIT clients rated the training excellent or very good

Average Rating = 4.56

Rating Scale:
5 - excellent (highest)
1 – unacceptable (lowest)



Ratings based on a total of 18 completed evaluations.

CIT Continuous Improvement Evaluation
Projects Completed July 1, 2007 through June 30, 2008

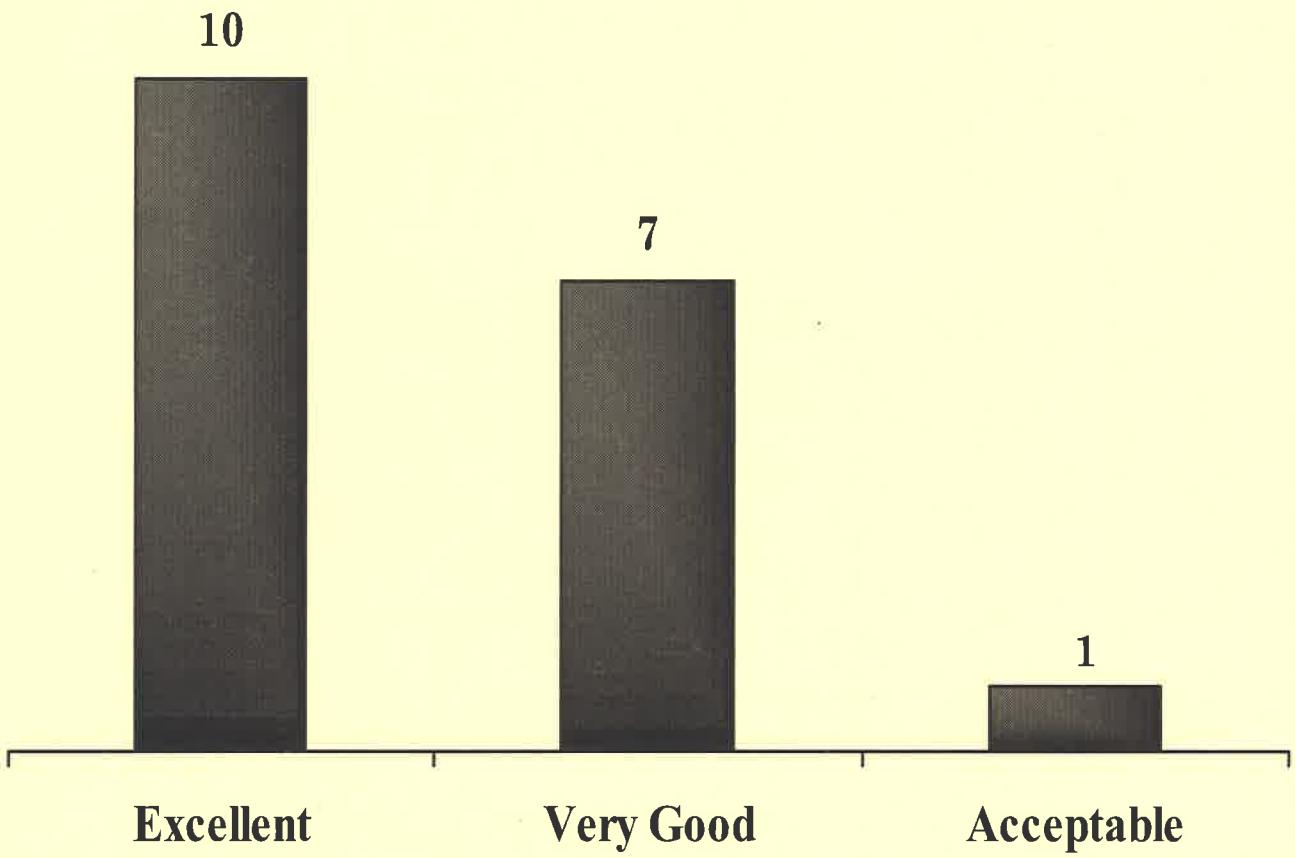
Impact

Overall impact of the CIT Program on the company's operations.

94% of NEIT clients rated the training excellent or very good

Average Rating = 4.50

Rating Scale:
5 - excellent (highest)
1 - unacceptable (lowest)

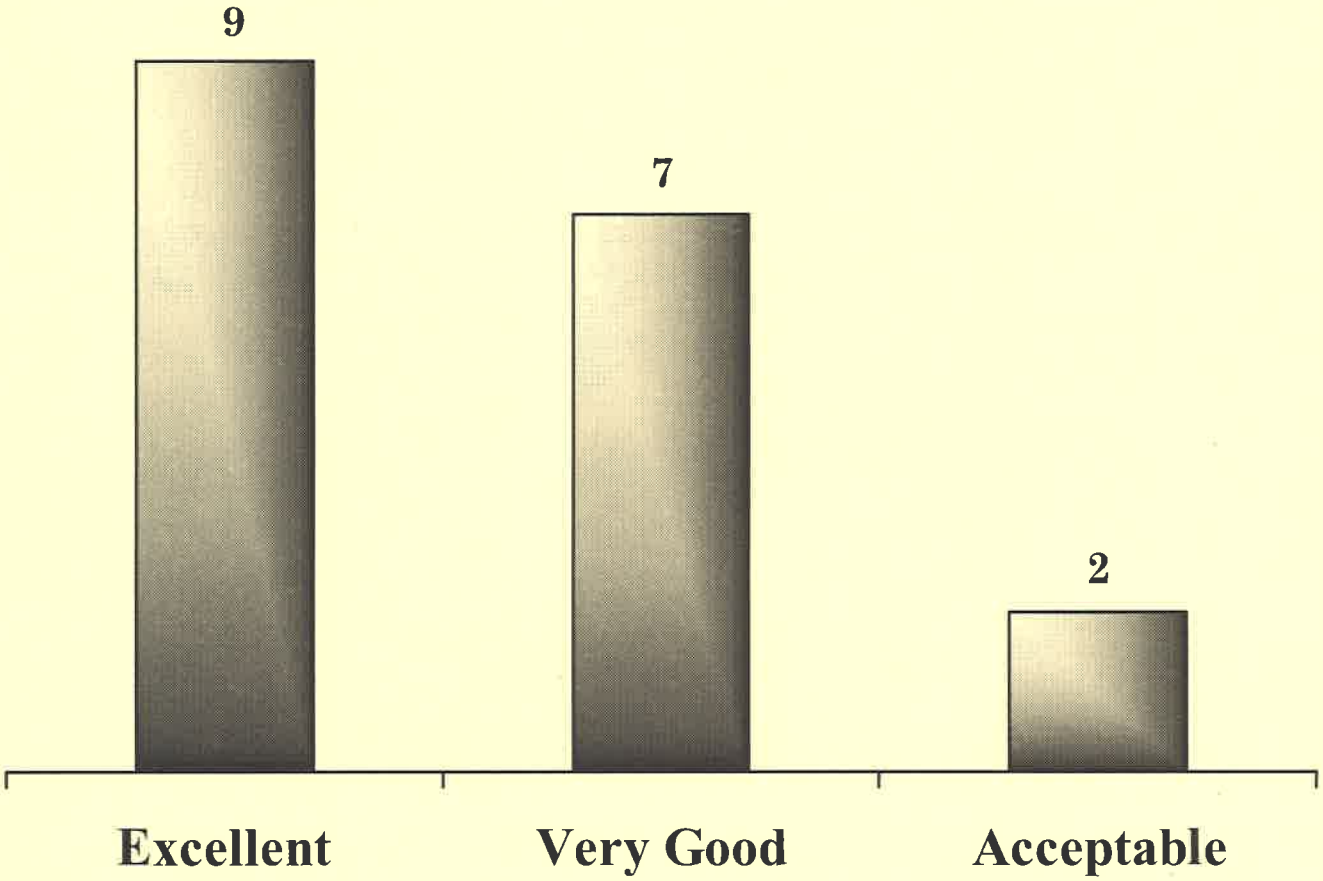


Ratings based on a total of 18 completed evaluations.

CIT Continuous Improvement Evaluation
Projects Completed July 1, 2007 through June 30, 2008

Effectiveness

Overall effectiveness of the CIT Program in preparing the company's employees for productivity.



89% of CIT clients rated the training excellent or very good

Average Rating = 4.39

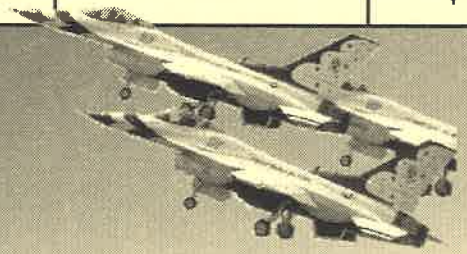
Rating Scale:
5 - excellent (highest)
1 - unacceptable (lowest)

Ratings based on a total of 18 completed evaluations.

CIT Three-Year Training Trends

2005-2006 through 2007-2008

Year	Number of Projects	Total Expenditures	Number of Trainees	Average Expenditure Per Trainee
2005-2006	12	$101,126.70	297	$340.49
2006-2007	19	$1,113,155.66	1,253	$888.39
2007-2008	20	$723,146.67	1,498	$482.74



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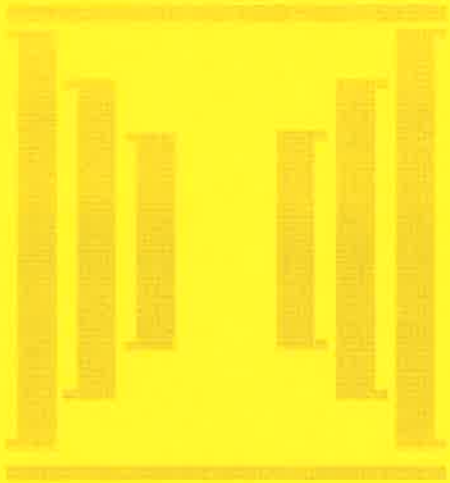
R. Scott Ralls, President



August 2008

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