

**CIVILIAN LABOR FORCE ESTIMATES – 2007**

		<i>Gaston County</i>	<i>Charlotte MSA*</i>	<i>NC</i>
January	Labor Force	101,096	832,867	4,510,816
	Employed	95,584	792,660	4,302,717
	Unemployed	5,512	40,207	208,099
	Rate %	5.50%	4.80%	4.60%
February	Labor Force	101,827	839,846	4,522,860
	Employed	96,663	800,909	4,321,463
	Unemployed	5,164	38,937	201,397
	Rate %	5.10%	4.60%	4.50%

## CIVILIAN LABOR FORCE ESTIMATES – 2006

		<i>Gaston County</i>	<i>Charlotte MSA*</i>	<i>NC</i>
January	Labor Force	98,502	807,068	4,402,674
	Employed	92,804	768,129	4,194,812
	Unemployed	5,698	38,939	207,862
	Rate %	5.80%	4.80%	4.70%
February	Labor Force	98,746	808,951	4,411,238
	Employed	92,797	767,955	4,204,232
	Unemployed	5,949	40,996	207,006
	Rate %	6.00%	5.10%	4.70%
March	Labor Force	99,343	814,750	4,420,988
	Employed	93,955	777,647	4,217,173
	Unemployed	5,388	37,103	203,815
	Rate %	5.40%	4.60%	4.60%
April	Labor Force	99,461	818,312	4,442,691
	Employed	94,398	782,053	4,237,118
	Unemployed	5,063	36,259	205,573
	Rate %	5.10%	4.40%	4.60%
May	Labor Force	100,296	826,164	4,458,647
	Employed	95,036	787,281	4,248,260
	Unemployed	5,260	38,883	210,387
	Rate %	5.20%	4.70%	4.70%
June	Labor Force	100,600	828,778	4,473,109
	Employed	94,896	787,099	4,257,710
	Unemployed	5,704	41,679	215,399
	Rate %	5.70%	5.00%	4.80%
July	Labor Force	100,487	828,577	4,466,458
	Employed	94,754	785,324	4,252,226
	Unemployed	5,733	43,253	214,232
	Rate %	5.70%	5.20%	4.80%
August	Labor Force	101,327	834,279	4,481,282
	Employed	95,709	792,651	4,261,277
	Unemployed	5,618	41,628	220,005
	Rate %	5.50%	5.00%	4.90%
September	Labor Force	101,141	833,370	4,490,227
	Employed	95,997	794,731	4,267,685
	Unemployed	5,144	38,639	222,542
	Rate %	5.10%	4.50%	5.00%
October	Labor Force	102,276	841,365	4,503,568
	Employed	96,987	802,987	4,281,981
	Unemployed	5,286	38,378	221,587
	Rate %	5.20%	4.60%	4.90%
November	Labor Force	102,629	843,334	4,513,101
	Employed	96,953	802,798	4,290,973
	Unemployed	5,676	40,536	222,128
	Rate %	5.50%	4.80%	4.90%
December	Labor Force	101,962	838,884	4,514,514
	Employed	96,592	800,182	4,293,982
	Unemployed	5,370	38,702	220,532
	Rate %	5.30%	4.60%	4.90%
Annual Average	Labor Force	100,564	826,986	n/a
	Employed	95,073	787,403	n/a
	Unemployed	5,491	39,583	n/a
	Rate %	5.50%	4.80%	n/a

Source: The North Carolina Employment Security Commission, 4/07.

## CIVILIAN LABOR FORCE ESTIMATES – 2005

		<i>Gaston County</i>	<i>Charlotte MSA*</i>	<i>NC</i>
January	Labor Force	99,567	778,688	4,284,459
	Employed	93,356	742,349	4,069,381
	Unemployed	6,211	42,334	215,078
	Rate %	6.20%	5.40%	5.00%
February	Labor Force	99,700	785,080	4,281,480
	Employed	98,056	740,279	4,049,980
	Unemployed	6,644	44,801	231,500
	Rate %	6.70%	5.70%	5.40%
March	Labor Force	99,949	787,655	4,286,132
	Employed	94,000	747,833	4,065,305
	Unemployed	5,949	39,822	220,826
	Rate %	5.50%	5.10%	5.20%
April	Labor Force	99,747	789,348	4,301,942
	Employed	94,229	750,377	4,073,035
	Unemployed	5,518	38,971	228,907
	Rate %	5.50%	4.90%	5.30%
May	Labor Force	101,040	798,468	4,308,337
	Employed	95,493	759,854	4,089,177
	Unemployed	5,547	38,614	219,160
	Rate %	5.50%	4.80%	5.10%
June	Labor Force	101,939	804,492	4,308,482
	Employed	95,754	761,502	4,078,645
	Unemployed	6,185	42,990	229,837
	Rate %	6.10%	5.30%	5.30%
July	Labor Force	103,299	814,937	4,341,962
	Employed	96,770	770,220	4,095,569
	Unemployed	6,529	44,717	246,393
	Rate %	6.30%	5.50%	5.70%
August	Labor Force	101,974	805,490	4,339,563
	Employed	95,773	762,362	4,096,936
	Unemployed	6,201	43,128	242,627
	Rate %	6.10%	5.40%	5.60%
September	Labor Force	102,695	809,308	4,346,625
	Employed	96,577	768,200	4,106,650
	Unemployed	6,118	41,108	239,975
	Rate %	6.00%	5.10%	5.50%
October	Labor Force	103,676	815,674	4,365,418
	Employed	97,395	774,360	4,131,861
	Unemployed	6,281	41,314	233,557
	Rate %	6.10%	5.10%	5.40%
November	Labor Force	103,331	813,502	4,350,271
	Employed	97,087	772,290	4,123,996
	Unemployed	6,244	41,212	226,275
	Rate %	6.00%	5.10%	5.20%
December	Labor Force	103,243	813,209	4,356,998
	Employed	97,619	775,932	4,141,800
	Unemployed	5,624	37,277	215,198
	Rate %	5.40%	4.60%	4.90%
Annual Average	Labor Force	99,207	795,694	n/a
	Employed	93,167	754,579	n/a
	Unemployed	6,040	41,115	n/a
	Rate %	6.10%	5.20%	n/a

## CIVILIAN LABOR FORCE ESTIMATES – 2004

		Gaston County	Charlotte MSA	NC
January	Labor Force	98,114	869,042	4,246,373
	Employed	90,915	808,928	3,995,905
	Unemployed	7,199	60,114	250,468
	Rate %	7.30%	6.90%	5.90%
February	Labor Force	91,192	869,867	4,240,711
	Employed	91,189	809,402	3,993,081
	Unemployed	7,186	60,465	247,630
	Rate %	7.30%	7.00%	5.80%
March	Labor Force	98,408	870,870	424,601
	Employed	91,558	819,609	4,003,671
	Unemployed	6,850	51,261	240,930
	Rate %	7.00%	5.90%	5.70%
April	Labor Force	97,708	873,497	7,254,216
	Employed	91,356	824,247	4,011,935
	Unemployed	6,352	49,250	242,281
	Rate %	6.50%	5.60%	5.70%
May	Labor Force	97,915	878,941	4,250,170
	Employed	91,669	826,575	4,013,009
	Unemployed	6,246	52,366	237,161
	Rate %	6.40%	6.00%	5.60%
June	Labor Force	98,824	888,373	4,251,146
	Employed	92,297	830,733	4,014,055
	Unemployed	6,527	57,640	237,091
	Rate %	6.60%	6.50%	5.60%
July	Labor Force	99,265	892,420	4,260,691
	Employed	93,059	839,020	4,032,496
	Unemployed	6,206	53,400	228,195
	Rate %	6.30%	6.00%	5.40%
August	Labor Force	98,498	881,341	4,267,733
	Employed	92,554	832,593	4,037,800
	Unemployed	5,944	48,748	229,933
	Rate %	6.00%	5.50%	5.40%
September	Labor Force	98,695	879,000	4,270,727
	Employed	93,340	834,884	4,041,237
	Unemployed	5,355	44,116	229,490
	Rate %	5.40%	5.00%	5.40%
October	Labor Force	99,461	890,576	4,260,757
	Employed	93,644	845,149	4,032,147
	Unemployed	5,817	45,427	228,610
	Rate %	5.80%	5.10%	5.40%
November	Labor Force	99,683	895,856	4,264,749
	Employed	93,865	847,971	4,037,100
	Unemployed	5,818	47,885	227,649
	Rate %	5.80%	5.30%	5.30%
December	Labor Force	99,519	887,479	4,264,199
	Employed	93,506	841,175	4,037,017
	Unemployed	6,013	46,304	227,182
	Rate %	6.00%	5.20%	5.30%
Annual Average	Labor Force	98,706	777,007	n/a
	Employed	92,413	733,768	n/a
	Unemployed	6,293	43,239	n/a
	Rate %	6.40%	5.60%	n/a

Source: The North Carolina Employment Security Commission, Labor Market Division.

## LABORFORCE ESTIMATES: 1970 TO PRESENT

### Civilian Laborforce by Place of Residence

	2005	2004	2000	1990	1980	1970
Civilian Labor Force	99,207	98,706	105,277	95,470	93,500	69,370
Employment Total	93,167	92,413	98,682	91,544	88,120	67,010
Unemployment Total	6,040	6,293	6,595	3,926	5,380	2,360
Unemployment Rate	6.10%	6.40%	6.30%	4.10%	5.80%	3.40%

### Industry Employment by Place of Work

Industry	2005	2004	2000	1990	1980	1970
Insured Employment	69,616	69,700	77,198	80,140	70,890	60,770
Goods Producing	*	*	30,128	39,480	41,670	n/a
Construction & Mining	*	*	3,696	2,670	2,110	n/a
Manufacturing	16,843	17,463	25,806	36,810	39,560	37,960
Food & Beverage	*	*	*	*	*	*
Textiles	4958	5,372	9,265	18,620	22,890	27,880
Apparel	32	57	324	2,110	2,580	2,010
Wood Products	959	919	1164	n/a	n/a	n/a
Paper	284	326	318	n/a	n/a	n/a
Printing	167	178	807	720	720	480
Chemicals	568	629	828	1,420	970	460
Rubber/Plastics	532	1,056	1,474	860	580	570
Nonmetallic Minerals	*	*	415	930	450	n/a
Metals	2011	*	1,944	1,540	810	270
Ind. Machinery	1114	1,082	2,706	4,560	6,330	4,900
Electrical Eq.	99	221	*	n/a	n/a	n/a
Transp. Eq.	4934	4,646	5,770	3,890	2,780	n/a
Misc. Mfg.	348	335	310	490	750	300
Other Mfg.	*	*	423	1,670	700	1,090
Service Producing	*	*	37,674	32,840	22,590	n/a
TCU	2,760	2,914	2,090	4,050	3,810	3,340
Trade	16,675	16,514	17,857	15,890	11,020	7,320
FIRE	2,169	2,096	2,250	1,870	1,580	1,100
Services	23,727	23,524	15,477	11,030	6,180	4,040
Public Admin.	3,481	3,493	*	*	*	*
Management of Co.	285	*	*	*	*	*
Government	8,757	9,193	9,396	7,820	6,630	4,480
Other Non-Ag.	*	*	n/a	3,930	5,750	5,460

Source: The North Carolina Employment Security Commission, Labor Market Division.

## JOB APPLICANTS PROFILE

### Registered with the Employment Security Commission

#### Number of Registered Job Applicants

	Registered
Total	9,142
Male	4,643
Female	4,499

#### Major Occupation Class

Experience	No. of Applicants
0-6 Months	1,129
7-24 Months	1,783
Over 24 Months	5,346

#### High School Graduates Entering Workforce

	No. of Graduates
Total	124
Male	92
Female	32

Source: The North Carolina Employment Security Commission, March 2007 Report, 4/2007.

## EDUCATIONAL ATTAINMENT

Education Level	2000 Census (25+ Population)	2005 Estimate	2010 Projection
Grade K - 8	11,036	11,391	10,546
Grade 9 - 12	24,184	23,244	21,835
High school graduate	37,806	40,632	43,819
Some college, no degree	27,206	25,182	23,609
Associate degree	8,143	10,035	11,916
Bachelor's degree	13,208	14,642	16,394
Graduate degree	4,901	5,570	6,363
No schooling	1,307	n/a	n/a
<i>Total</i>	<i>127,791</i>	<i>130,696</i>	<i>134,482</i>

Source: CCIM, Site to Do Business.

**PUBLIC SCHOOL SYSTEM**

**Gaston County School System  
Statistical Report**

**Number of Schools**

Total Number of Schools	52
Elementary Schools	30
Middle Schools	11
High Schools	9
Special Schools	1
Alternate Schools	1

**Enrollment**

Total Number of Students	30,865
Grades K-5	13,775
Grades 6-8	7,877
Grades 9-12	9,213

**Ethnic Distribution**

Caucasian	73%
African American Asian	20%
American Indian	1%
Hispanic	0%
Multiracial	5%
	1%

**Food Service**

Breakfasts Served Daily	6,336
Lunches Served Daily	18,595

**High School Students**

Graduates	1,745
Graduates Continuing Their Education	
Post-Second Education	88%
Four-Year College	43%
Two-Year College	39%
Vocational Technical Schools	6%
Military	3%
Employment	7%
Other	2%

**Employees**

Total Number of Employees (PT/FT)	4,223
Total Number of Teachers	2,028

**Transportation**

Total Number of Students Transported Daily	13,989
Miles Traveled Daily	10,698
# Buses	197

**Expenditures**

Expenditures Per Pupil	\$5,997
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## PRIVATE SCHOOLS

<u>School Name</u>	<u>Grades</u>	<u>Type</u>	<u>City</u>	<u>Phone</u>
Assembly of Faith Christian School	1-8	Religious	Dallas	704-922-1149
Cramerton Christian Academy	K-12	Religious	Cramerton	704-824-2840
Faith Christian Academy	K-12	Religious	Stanley	704-263-4003
First Assembly Christian Academy	K-8	Religious	Gastonia	704-853-1777
First Free Will Baptist Christian Academy	K-3	Religious	Gastonia	704-866-0611
First Wesleyan Christian School	K-8	Religious	Gastonia	704-865-9823
Gaston Christian School	K-12	Religious	Belmont	704-825-9000
Gaston Day School	K-12	Independent	Gastonia	704-864-7744
Hope Lutheran School	K-7	Religious	Gastonia	704-868-0003
Montessori Community School	K-6	Independent	Bessemer City	704-629-5465
Pilgrim Baptist Academy	K-9	Religious	Gastonia	704-824-5556
St. Michael's Catholic School	K-8	Religious	Gastonia	704-865-4382
Stanley Christian Academy	K-10	Religious	Stanley	704-263-8993
Tabernacle Christian Academy	K-12	Religious	Dallas	704-922-9143
Victory Christian Academy	K-12	Religious	Gastonia	704-865-7132

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## HIGHLAND SCHOOL OF TECHNOLOGY



Highland School of Technology opened in July 2000 as the first magnet school in Gaston County Schools. The school draws its student body from the other eight high schools in the county. The students must be at or above grade level in reading, writing, and math. They must have a 94% attendance rate and must pass both the written and performance parts of the 8th grade computer competency test. The student body consisted of only 9th and 10th graders for the 2000-2001 school year. Each year a new 9th grade will be added and the total enrollment

for all four grades will not exceed 600. The students are selected through a lottery system.

Each student enters the school as a member on one of the academies. Within each academy there are various pathways available for the students. Class sizes at Highland School of Technology do not exceed 24. Each academic and workforce development education classroom has no less than 7 computers and 2 printers for student and teacher use. All computers are connected to a main server and each student and teacher has his/her own password and e-mail address. Internet use is highly recommended in each course curriculum.



Students are able to participate in a number of school clubs and functions but a real emphasis is placed on the Vocational Clubs such as HOSA (Health Occupations Students of America), FBLA (Future Business Leaders of America), and TSA (Technology Student Association). Students are encouraged to participate in regional, state and national competitive events sponsored by these organizations.

### Highland School of Technology Mentoring Program

The mission of the mentoring program is to provide a program that connects the students at the Highland School of Technology with adult career mentors, who will share their workforce knowledge to allow students to make informed career decisions. The program will also provide a means for shared knowledge between the industry sector, community and the Highland School of Technology.

Highland School of Technology Mentors are advisors, people with career experience willing to share their knowledge; supporters, people who give emotional and moral encouragement; tutors, people who give specific feedback on one's performance; masters, in the sense of employers to whom one is apprenticed; sponsors, sources of information about and aid in obtaining opportunities; models, of identity, of the kind of person one should be to be an academic. A good mentor seeks to help a student optimize an educational experience, to assist the student's socialization into a disciplinary culture, and to assist the student in his or her quest for suitable employment.

The school is located off Highway 321, just south of I-85, on North Morris Street in what used to be the old Highland High School and Highland Junior High. The county has spent \$7.8 million in local, state and private funds to renovate the vintage 1950s building, and spent another \$3 million in technology and equipment.

Source: [www.gaston.k12.nc.us/schools/highland/general\\_info.htm](http://www.gaston.k12.nc.us/schools/highland/general_info.htm).

## LOCAL COLLEGES & TECHNICAL TRAINING

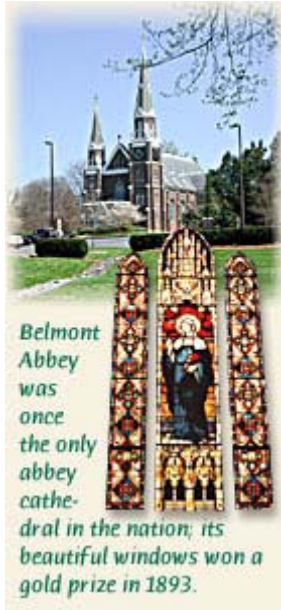
### Institutes of Higher Learning

Institution	Distance (Miles)	Type
Gaston College	5	CC
University of North Carolina at Charlotte	30	U
Central Piedmont Community College	25	CC
Davidson College	35	C
Mitchell	45	CC
Catawba College	47	C
Livingston College	45	C
Pfeiffer College	50	C
Barber Scotia College	35	C
Johnson C. Smith University	18	C
Queens College	20	C
Wingate College	50	C
Stanly Technical Institute	58	CC
Belmont Abbey	12	C
Winthrop College	27	C
Gardner Webb University	30	U
Lenoir-Rhyne College	45	C
Limestone College	30	C
Converse	50	C
Spartanburg Methodist Church	50	2C
USC of Spartanburg	50	CC
Wofford	50	C
Rowan Technical Institute	47	CC
Catawba Valley Community College	45	C
Spartanburg Technical College	50	CC
York County Technical College	27	CC
Cleveland County Technical College	20	CC
Isothermal College	45	CC
Western Piedmont Community College	47	CC
USC Lancaster	50	2C
Kings Business College Charlotte	22	1B
The NC Center for Applied Textile Technology	5	V

Note: CC= Two-Year Community College; U= University; C= Four-Year College; 2C= Two-Year College; 1B= One-Year Business College; 1C= Two-Year Business College; V= Vocational.

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## Belmont Abbey College



Belmont Abbey College is a Roman Catholic Church affiliated coed institution. Belmont Abbey College was established in 1876. Its programs include Liberal Arts, General, and Teacher Preparatory four and five year degrees. Its highest offering is Master's

At Belmont Abbey College, students quickly discover that we seek to educate the whole person, to strike a crucial balance between the specialized knowledge required of a specific discipline, and the broad education we expect of all our graduates.

The Abbey curriculum is divided equally between core requirements and major courses. Our core curriculum, rooted in the liberal arts tradition, gives all students the intellectual skills and moral discernment needed for success in all professions and, more importantly, in living the good life in the best and deepest sense of the word. Our distinctive First Year Program brings new students together for a prescribed series of courses examining the natural world, the human person in society, international studies and the Scriptures. In addition, a First Year Seminar integrates them into the community of Belmont Abbey College and its Benedictine heritage, and helps them learn the skills they will need for a successful transition to college life and studies. The core curriculum culminates in a course in Ethics and two courses in the "Great Books," which challenge students to apply the insights they have acquired in their college career to some of the perennial issues faced by the great minds of the past.

Each major provides a broad introduction to the student's chosen field of study, which prepares students either for graduate studies or for a career, with the flexibility to adapt to rapid change and to continue a lifetime of learning.

Source: Belmont Abbey website, [www.belmontabbeycollege.edu](http://www.belmontabbeycollege.edu).

For additional information, contact:

Belmont Abbey College  
Belmont, NC 28012  
Telephone: 704.825.6700  
888.BAC.0110  
Fax: 704.825.6670

## Gaston College

Gaston College is a state and locally controlled coed institution. Gaston College was established in 1963. Its programs include occupational and two-year principally Bachelor's creditable degrees.

Since opening its doors in 1964, Gaston College has grown to be a strong, highly-regarded education institution. Serving the people of Gaston and Lincoln counties, the college has earned the high respect of not only the employers who hire its graduates but also the colleges and universities that accept its transfer students.



Gaston College students choose from a variety of associate degree, diploma, and certificate programs in liberal arts, trade and industrial, engineering technology, allied health, and business and public service. Students can work toward a high school equivalency diploma (GED), or improve basic skills and employability.

Non-credit continuing education classes offer the opportunity to learn to sew, prepare for the SAT, or even train to become a notary public. The Professional Development Institute and The Small Business Center host seminars and workshops for business owners.



Gaston College is accredited by the Commission on Colleges of the Southern Association of Colleges and Schools to award associate degrees. Four engineering technology programs are accredited by the Technology Accreditation Commission of The Accreditation Board for Engineering and Technology. The nursing programs are accredited by the NC Board of Nursing. The medical assisting program by the Committee on Allied Health Education and Accreditation.

Gaston College has an open door admission policy. Admission to certain programs such as nursing, however, is affected by special requirements. High school graduation or the equivalent is required of all applicants for associate degree programs.

Source: Gaston College Brochures.

## North Carolina Community College System New and Expanding Industry Training (NEIT) Program Guidelines

### Purpose

The purpose of the New and Expanding Industry Training (NEIT) Program is to provide customized training assistance in support of new, full-time production positions created in the State of North Carolina, thereby enhancing the growth potential of companies located in the state while simultaneously preparing North Carolina's workforce with the skills essential to successful employment in emerging industries.



### Eligibility

Companies creating 12 or more production jobs in excess of their previous 3-year maximum employment level are eligible for assistance through the New and Expanding Industry Training Program. Resources may support training assessment, program development, instructional costs, and training delivery for new front-line personnel involved in the direct production of goods and services and their first-line supervisors.

Companies, which downsize positions in one area of the State and then transfer those positions to another area of the State are not eligible for training assistance for those transferred positions.

Employees of temporary or staffing agencies are not eligible for post-hire training support under the NEIT program.

### Expenditure Guidelines

#### Salaries, Wages and Related Expenses:

The following priorities will be given to the recruitment and utilization of instructors for New and Expanding Industry Training projects: (1) community college permanent or part-time employees; (2) contractors of the community college; (3) company personnel or contractors. It shall be the responsibility of community college staff, with consultation from the client company, to determine the appropriate length and provision of training, and this shall be indicated in the Training Project Profile submitted for approval.

Reimbursement for instructors will be made at a 6:1 or greater trainee to trainer ratio.

In those cases when community college staff or contractors are used for instruction, they will be compensated directly in accordance with existing policies and guidelines. In addition to costs of instruction including travel expenses and course preparation time, community college staff or contractors may be reimbursed for costs associated with job analysis, training needs assessment and program development. The payment of social security taxes and other employee benefits to community college employees will be made in accordance with the existing policies and procedures of the college.

Employees or contractors of the client company may be used as instructors if community college staff or contractors with the appropriate expertise are not readily available. The community colleges have the responsibility, in such circumstances, to insure that all trainees are registered, and to monitor the instruction so as to assure that it is being delivered according to the Training Plan and Project Profile.

In such cases where company personnel or contractors are used as instructors, they will be reimbursed their normal rate of pay, not to exceed a maximum of \$26.50 per hour. In addition to actual hours of direct preparation may be recommended by the Regional economic Development Manager and authorized by the Director of Economic Development for the North Carolina Community College System. This amount may not exceed 15 percent of the schedules training hours or a maximum of 80 hours total. Wages may not be paid to prospective trainers while they themselves are trained in production operations, and under no circumstances may funds be used to pay trainee wages or salaries.

Colleges will receive 5 percent of the project costs as an administrative allowance, not to exceed \$60,000 per project during any one fiscal year. Temporary clerical and administrative personnel, and project coordination staff, may be employed by a community college expressly for direct services related to a specific project, if recommended by the Regional Economic Development Manager and the Director of Economic Development.

If recommended by the local community college and the Regional Economic Development Manager, and approved by the Director of Economic Development, NEIT funds may also support training of community college instructors for skill acquisition of strategic technologies associated with a New and Expanding Industry Training project. The purpose of these expenditures will be to support specialized college instructor training for skills deemed important for future support of employers within the college's service area.

### **Travel Expenses**

Community college instructors may be reimbursed for travel expenses in accordance with established travel policies and procedures.

Out-of-state residents, employed or reimbursed directly by the company, may be temporarily assigned as training instructors and reimbursed for their expenses after having trained six or more North Carolina residents who are new company employees. The number of individuals per project supported for travel to the state is subject to negotiation and prior approval, and under such circumstances they will be limited to:

- (a) a maximum of twelve (12) weeks per diem at a daily rate of \$71.
- (b) one round-trip air fare (coach class, reimbursed at a 14-day prior purchase rate) or cost equivalent for each of the two complete or partial six-week periods of supported state residency.
- (c) local travel expenses as authorized by the Regional Economic Development Manager prior to departure.

In-state residents, serving as instructors and employed by the company, may be reimbursed for previously authorized out-of-state travel, after having returned and trained six or more North Carolina residents who are new company employees in the knowledge or skills acquired as a result of the out-of-state travel. The intent of the out-of-state travel will be to acquire knowledge or skills necessary for NEIT project instruction. The number of individuals supported for out-of-state travel per project is subject to negotiation and prior approval, and under such circumstances they will be limited to:

- (a) a maximum of six weeks per diem at a daily rate of \$83. Per diem allowances for international travel may be adjusted for actual cost differences in different locations.
- (b) one round-trip air fare (coach class, reimbursed at a 14-day prior purchase rate) or cost equivalent to location of the temporary assignment.
- (c) local travel allowances as authorized by the Regional Economic Development Manager prior to departure.

### **Training Facilities**

Community colleges may be reimbursed for costs associated with providing dedicated training facilities for New and Expanding Industry projects. Reimbursement may be provided for the period required by the client company for dedicated temporary training space, not to exceed twelve months in duration.

For training provided at existing college facilities, the college may be reimbursed a reasonable cost share of utilities (including electricity, gas, oil, water and sewer) for the space provided to the NEIT project. If suitable space is not available at a community college permanent facility, colleges may also be reimbursed for the costs of leasing space on a temporary basis. In such cases, colleges may be reimbursed the reasonable costs of leasing, utilities, maintenance, trash and garbage service, protective and security services, and insurance costs. Colleges may not lease temporary training space from New and Expanding Industry client companies or their subsidiaries.

Colleges may be reimbursed for reasonable costs associated with necessary alterations to facilities to accommodate the training. Authorization for the provision of training facility reimbursements, including costs associated with alterations to facilities, must be approved by the Director of Economic Development prior to initiation of the project.

Client companies may not be reimbursed for the leasing of training or other facilities through the New and Expanding Industry Training Program. They may, however, be reimburse the reasonable costs of transporting, installing, and removing training equipment to and from community college-provided training facilities.

### **Training Materials, Supplies and Equipment**

The State may provide necessary classroom and training-related supplies and materials in support of a specific training project.

Media development services, including videos and print media, may be provided at State expense if recommended by the Regional Economic Development Manager and approved by the Director of Economic Development. In addition, if authorized, the State may assist with offsetting a percentage of the expenses of developing and producing customized training manuals and computer-based training programs.

The State may provide, install, and maintain at the training site, standard items of equipment normally associated with vocational-occupational training as available and typically used within the North Carolina Community College System.

Considerations for non-salvageable material, consumed by company employees during formal training periods of instruction, may be reimbursed if approved in advance by the Director of Economic Development. The eligible company may be reimbursed for 50% of the costs of the non-salvageable materials consumed during formal training, not to exceed \$100 per trainee participating in the training in which the materials were consumed. The cost and the amount of non-salvageable materials must be authenticated with appropriate company documentation.

### **Approval Procedures**

A Project Profile Form as well as Expenditure Authorization Forms must be signed by both a local college representative and the Regional Economic Development Manager 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 Director of Economic Development.

Approval for projects with estimated total expenditures less than \$75,000 may be made by the Director of Economic Development. Projects in excess of \$75,000 must be approved by the Director of Economic Development, and submitted by the Director for secondary approval to a Joint Committee College/Department of Commerce Review Panel consisting of a designate(s) of the President of the North Carolina Community College System and a designate(s) of the Secretary of Commerce.

Project expenditures must be in accordance with the approved profile and may not exceed the amount indicated in the profile without prior amendment and approval.

### **Guideline Exceptions**

In unusual or extenuating circumstances, the Director of Economic Development after consultation with the Review Panel consisting of both designated representatives from the North Carolina Community College System and the Department of Commerce, may authorize exceptions to these Guidelines. Exceptions will be documented and included with the Project Profile Form as a matter of public record.

### **Worker Training Tax Credit Provisions**

Provided that expenses claimed for the Worker Training Tax Credit are reasonable and directly related to support of the company's training plan NEIT categorical reimbursement limitations (i.e., company instructor wages, instructor travel costs, and costs of non-salvageable training materials) will not apply in the administration of the Worker Training Tax Credit given that there is a tax credit limit per eligible employee.

Any expenditures made through the New and Expanding Industry Training Program may not be claimed by the company for credit as an eligible expenditure under the Worker Training Tax Credit.

## Focused Industrial Training (FIT)

### **What is FIT?**

Focused Industrial Training is a special training program for North Carolina's manufacturing industries. FIT uses specialized needs assessments and consultations to design and implement targeted, customized training for organizations who need to upgrade workers' skills because of technological or process advances.

### **What companies qualify for FIT Training?**

FIT is designed to serve the special needs of existing North Carolina industry. This program, along with the State's award winning training program for new businesses, keeps North Carolina's economy strong and healthy by keeping your company strong and healthy.

### **How does FIT work?**

You identify a training need. Together, we decide the kind and number of classes needed to meet your training goals. FIT custom-designs specialized training for your employees. Low enrollment, limited to your workers, guarantees more personal attention. Training can be provided for one (1) or more people.

### **What jobs qualify for FIT training?**

FIT's focus is on critical skills that change as technology changes. Customized instruction will be directed toward skilled and semi-skilled production workers, industrial maintenance workers and leaders of personnel who perform industrial processes.

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## EMPLOYMENT AGENCIES

<u>Company Name</u>	<u>Phone</u>
ACT Staffing Services, Inc	704-853-2367
ADECCO Employment Services	704-866-7177
American Staffing Resources	704-868-2053
Barrett Business Services, Inc.	704-861-1516
Bennett-Hall Company	704-810-7501
Defender Services Inc. (Servsource)	704-869-0998
Employment Security Commission of NC	704-853-5328
Express Personnel Services	704-866-4136
Robert Half International, Inc.	704-853-8315
Harris Staffing, Inc.	704-825-8324
HKA Power Services, LLC	704-866-8220
Hirebug Inc.	704-868-2813
HRI	704-827-8890
International Staffing	704-810-0402
Management Recruiters of Gastonia	704-825-0383
Mega Force	704-864-9975
Personnel Services Unlimited, Inc.	704-867-4557
Staffing Associates	704-864-4535
StaffMasters USA	704-865-1255
Venturi Staffing Partners	704-864-2500
Wesley Medical Staffing	704-833-0042