

### 2009 LABOR FORCE ESTIMATES

		<i>Gaston County</i>	<i>Charlotte MSA*</i>	<i>NC</i>
January	Labor Force	100,006	850,250	4,515,832
	Employed	86,898	760,991	4,055,997
	Unemployed	13,108	89,259	459,835
	Rate %	13.10%	10.50%	10.2%
February	Labor Force	101,177	850,493	4,555,687
	Employed	85,743	750,729	4,044,235
	Unemployed	15,434	750,729	51,1452
	Rate %	15.30%	11.70%	11.2%
March	Labor Force	100,041	844,794	4,527,846
	Employed	85,341	746,753	4,031,877
	Unemployed	14,700	98,041	495,969
	Rate %	14.7%	11.60%	11.0%
April	Labor Force	101,362	852,041	4,559,305
	Employed	86,351	755,280	4,079,452
	Unemployed	15,011	96,761	479,853
	Rate %	14.8%	11.40%	10.5%
May	Labor Force	100,615	852,844	4,567,108
	Employed	85,773	750,914	4,060,124
	Unemployed	14,842	101,930	506,984
	Rate %	14.8%	12.0%	11.1%
June	Labor Force	100,571	854,564	4,554,663
	Employed	85,516	747,682	4,052,943
	Unemployed	15,055	106,882	501,720
	Rate %	15.0%	12.50%	11.0%
July	Labor Force			
	Employed			
	Unemployed			
	Rate %			
August	Labor Force			
	Employed			
	Unemployed			
	Rate %			
September	Labor Force			
	Employed			
	Unemployed			
	Rate %			
October	Labor Force			
	Employed			
	Unemployed			
	Rate %			
November	Labor Force			
	Employed			
	Unemployed			
	Rate %			
December	Labor Force			
	Employed			
	Unemployed			
	Rate %			
Annual Average	Labor Force			
	Employed			
	Unemployed			
	Rate %			

Source: The North Carolina Employment Security Commission, 4/09.

## 2008 LABOR FORCE ESTIMATES

		<i>Gaston County</i>	<i>Charlotte MSA*</i>	<i>NC</i>
January	Labor Force	99,069	836,429	4,547,236
	Employed	93,037	791,496	4,325,878
	Unemployed	6,032	44,933	221,358
	Rate %	6.10%	5.40%	4.90%
February	Labor Force	99,089	835,729	4,533,112
	Employed	92,973	790,819	4,306,804
	Unemployed	6,116	44,910	226,308
	Rate %	6.20%	5.40%	5.00%
March	Labor Force	99,622	839,740	4,544,121
	Employed	93,466	795,984	4,307,119
	Unemployed	6,156	43,756	237,002
	Rate %	6.20%	5.20%	5.20%
April	Labor Force	100,086	843,510	4,556,974
	Employed	93,945	799,919	4,312,115
	Unemployed	6,141	43,591	244,859
	Rate %	6.10%	5.20%	5.40%
May	Labor Force	100,594	849,656	4,561,644
	Employed	93,835	799,659	4,293,517
	Unemployed	6,759	49,997	268,157
	Rate %	6.70%	5.90%	0.059
June	Labor Force	101,936	854,444	4,559,713
	Employed	93,855	800,544	4,288,621
	Unemployed	8,081	53,900	271,092
	Rate %	7.90%	6.30%	5.90%
July	Labor Force	102,966	867,219	4,603,062
	Employed	94,774	807,439	4,298,332
	Unemployed	8,192	59,780	304,730
	Rate %	8.00%	6.90%	6.60%
August	Labor Force	101,286	856,534	4,568,570
	Employed	93,376	795,767	4,254,304
	Unemployed	7,910	60,767	314,266
	Rate %	7.80%	7.10%	6.90%
September	Labor Force	100,993	853,748	4,577,528
	Employed	93,252	795,102	4,259,443
	Unemployed	7,741	58,646	318,085
	Rate %	7.70%	6.90%	6.90%
October	Labor Force	103,447	861,719	4,588,475
	Employed	94,005	800,638	4,264,984
	Unemployed	9,442	61,081	323,491
	Rate %	9.10%	7.10%	7.10%
November	Labor Force	101,079	844,982	4,549,062
	Employed	90,923	775,964	4,200,942
	Unemployed	10,156	69,018	348,120
	Rate %	10.00%	8.20%	7.70.00%
December	Labor Force	101,033	839,595	4,518,472
	Employed	89,500	764,728	4,137,880
	Unemployed	11,533	74,867	380,592
	Rate %	11.40%	8.90%	8.40%
Annual Average	Labor Force	100,064	848,858	4,543,754
	Employed	92,303	768,172	4,256,815
	Unemployed	7,761	55,438	286,939
	Rate %	7.80%	6.55%	6.30%

Source: The North Carolina Employment Security Commission, 4/08.

## 2007 LABOR FORCE ESTIMATES

		<i>Gaston County</i>	<i>Charlotte MSA*</i>	<i>NC</i>
January	Labor Force	98,011	827,628	4,499,882
	Employed	92,576	787,742	4,295,628
	Unemployed	5,435	39,886	204,254
	Rate %	5.50%	4.80%	4.50%
February	Labor Force	98,219	830,193	4,509,873
	Employed	93,041	790,983	4,306,292
	Unemployed	5,178	39,210	203,581
	Rate %	5.30%	4.70%	4.50%
March	Labor Force	98,683	834,328	4,512,088
	Employed	93,904	798,384	4,310,464
	Unemployed	4,779	35,944	201,624
	Rate %	4.80%	4.30%	4.50%
April	Labor Force	98,504	832,556	4,507,645
	Employed	93,648	796,279	4,294,784
	Unemployed	4,856	36,277	212,861
	Rate %	4.90%	4.40%	4.70%
May	Labor Force	100,109	839,392	4,519,743
	Employed	94,127	800,599	4,303,543
	Unemployed	5,982	38,793	216,200
	Rate %	6.00%	4.60%	0.048
June	Labor Force	99,719	841,228	4,526,537
	Employed	93,990	797,297	4,312,857
	Unemployed	5,729	41,518	213,680
	Rate %	5.70%	4.90%	4.70%
July	Labor Force	99,854	840,546	4,509,082
	Employed	93,793	797,297	4,298,723
	Unemployed	6,061	43,249	210,359
	Rate %	6.10%	4.80%	4.70%
August	Labor Force	99,841	840,258	4,521,597
	Employed	94,104	799,548	4,308,893
	Unemployed	5,737	40,710	212,704
	Rate %	5.70.00%	4.80%	4.70%
September	Labor Force	99,737	840,296	4,528,914
	Employed	94,393	801,708	4,314,941
	Unemployed	5,344	38,588	213,973
	Rate %	5.40%	4.60%	4.70%
October	Labor Force	99,841	842,564	4,530,643
	Employed	94,531	803,420	4,318,489
	Unemployed	5,310	39,144	212,154
	Rate %	5.30%	0.05%	4.70%
November	Labor Force	100,399	842,779	4,532,350
	Employed	94,379	802,642	4,318,662
	Unemployed	6,020	40,137	213,688
	Rate %	6.00%	4.80%	4.70%
December	Labor Force	99,058	837,004	4,531,872
	Employed	93,621	796,443	4,320,210
	Unemployed	5,437	40,561	211,662
	Rate %	5.50%	4.80%	4.70%
Annual Average	Labor Force	99,331	837,397	n/a
	Employed	93,842	797,896	n/a
	Unemployed	5,489	39,501	n/a
	Rate %	5.50%	4.70%	n/a

Source: The North Carolina Employment Security Commission, benchmarked 2008, verified 12/2008.

## 2006 LABOR FORCE ESTIMATES

		<i>Gaston County</i>	<i>Charlotte MSA</i>	<i>NC</i>
January	Labor Force	96,146	805,692	4,400,152
	Employed	90,473	766,525	4,192,038
	Unemployed	5,673	39,167	208,114
	Rate %	5.90%	4.90%	4.70%
February	Labor Force	96,636	809,694	4,403,052
	Employed	90,726	768,474	4,196,185
	Unemployed	5,910	41,220	206,867
	Rate %	6.10%	5.10%	4.70%
March	Labor Force	96,890	813,081	4,406,801
	Employed	91,505	775,586	4,203,528
	Unemployed	5,385	37,495	203,273
	Rate %	5.60%	4.60%	4.60%
April	Labor Force	97,261	818,439	4,436,253
	Employed	92,220	781,981	4,232,051
	Unemployed	5,041	36,458	204,202
	Rate %	5.20%	4.50%	4.60%
May	Labor Force	97,850	824,382	4,444,566
	Employed	92,616	785,309	4,236,247
	Unemployed	5,234	39,073	208,319
	Rate %	5.30%	4.70%	4.70%
June	Labor Force	98,075	826,001	4,454,336
	Employed	92,410	784,168	4,241,604
	Unemployed	5,665	41,833	212,732
	Rate %	5.80%	5.10%	4.80%
July	Labor Force	98,539	830,716	4,469,550
	Employed	92,868	787,446	4,258,547
	Unemployed	5,671	43,270	211,003
	Rate %	5.80%	5.20%	4.70%
August	Labor Force	99,265	835,398	4,482,014
	Employed	93,743	794,097	4,265,877
	Unemployed	5,522	41,301	216,137
	Rate %	5.60%	4.90%	4.80%
September	Labor Force	99,124	835,017	4,484,830
	Employed	94,104	796,995	4,266,862
	Unemployed	5,020	38,022	217,968
	Rate %	5.10%	4.60%	4.90%
October	Labor Force	100,222	843,635	4,498,636
	Employed	95,093	806,116	4,282,321
	Unemployed	5,129	37,519	216,315
	Rate %	5.10%	4.40%	4.80%
November	Labor Force	100,632	846,172	4,516,968
	Employed	95,156	806,765	4,301,106
	Unemployed	5,476	39,407	215,862
	Rate %	5.40%	4.70%	4.80%
December	Labor Force	99,948	841,508	4,518,546
	Employed	94,833	804,473	4,305,516
	Unemployed	5,115	37,035	213,030
	Rate %	5.10%	4.40%	4.70%
Annual Average	Labor Force	98,382	827,478	n/a
	Employed	92,979	788,161	n/a
	Unemployed	5,403	39,317	n/a
	Rate %	5.50%	4.80%	n/a

Source: The North Carolina Employment Security Commission, benchmarked 2008, verified 12/2008.

## 2005 LABOR FORCE ESTIMATES

		<i>Gaston County</i>	<i>Charlotte MSA*</i>	<i>NC</i>
January	Labor Force	94,704	776,446	4,304,935
	Employed	88,486	732,839	4,080,760
	Unemployed	6,218	43,607	224,175
	Rate %	6.60%	5.60%	5.20%
February	Labor Force	95,191	779,645	4,312,824
	Employed	88,655	733,948	4,087,106
	Unemployed	6,536	45,697	225,718
	Rate %	6.90%	5.90%	5.20%
March	Labor Force	95,276	781,212	4,316,966
	Employed	89,368	740,235	4,092,126
	Unemployed	5,908	40,977	224,840
	Rate %	6.20%	5.20%	5.20%
April	Labor Force	95,028	782,850	4,322,308
	Employed	89,706	743,531	4,095,181
	Unemployed	5,322	39,319	227,127
	Rate %	5.60%	5.00%	5.30%
May	Labor Force	96,000	789,812	4,320,745
	Employed	90,362	748,869	4,092,004
	Unemployed	5,638	40,943	228,741
	Rate %	5.90%	5.20%	5.30%
June	Labor Force	96,312	792,521	4,325,036
	Employed	90,272	748,538	4,089,530
	Unemployed	6,040	43,983	235,506
	Rate %	6.30%	5.50%	5.40%
July	Labor Force	96,692	794,867	4,343,297
	Employed	90,613	750,950	4,106,531
	Unemployed	6,079	43,917	236,766
	Rate %	6.30%	5.50%	5.50%
August	Labor Force	96,793	796,211	4,359,332
	Employed	91,060	754,395	4,123,028
	Unemployed	5,733	41,816	236,304
	Rate %	5.90%	5.30%	5.40%
September	Labor Force	97,276	798,432	4,374,669
	Employed	91,610	758,632	4,141,780
	Unemployed	5,666	39,800	232,889
	Rate %	5.80%	5.00%	5.30%
October	Labor Force	98,902	810,646	4,377,684
	Employed	93,061	770,694	4,147,510
	Unemployed	5,841	39,952	230,174
	Rate %	5.90%	4.90%	5.30%
November	Labor Force	98,625	808,480	4,378,742
	Employed	92,715	767,772	4,156,429
	Unemployed	5,910	40,708	222,313
	Rate %	6.00%	5.00%	5.10%
December	Labor Force	98,093	804,900	4,386,169
	Employed	92,628	767,323	4,166,733
	Unemployed	5,465	37,577	219,436
	Rate %	5.60%	4.70%	5.00%
Annual Average	Labor Force	96,574	793,002	n/a
	Employed	90,711	751,477	n/a
	Unemployed	5,863	41,525	n/a
	Rate %	6.10%	5.20%	n/a

Source: The North Carolina Employment Security Commission, Labor Market Division, benchmarked 2007, verified 12/2008.

## 2004 LABOR FORCE ESTIMATES

		Gaston County	Charlotte MSA	NC
January	Labor Force	96,094	771,990	4,258,066
	Employed	89,105	722,705	4,006,349
	Unemployed	6,989	49,285	251,717
	Rate %	7.30%	6.40%	5.90%
February	Labor Force	96,217	770,835	4,251,685
	Employed	89,100	722,635	4,002,722
	Unemployed	7,117	48,200	248,963
	Rate %	7.40%	6.30%	5.90%
March	Labor Force	96,294	772,381	4,253,972
	Employed	89,584	726,207	4,012,995
	Unemployed	6,710	46,174	240,977
	Rate %	7.00%	6.00%	5.70%
April	Labor Force	95,503	767,269	4,263,794
	Employed	89,339	724,755	4,020,952
	Unemployed	6,164	42,514	242,842
	Rate %	6.50%	5.50%	5.70%
May	Labor Force	95,719	770,917	4,261,875
	Employed	89,641	727,380	4,024,230
	Unemployed	6,078	43,537	237,645
	Rate %	6.30%	5.60%	5.60%
June	Labor Force	96,414	777,389	4,264,558
	Employed	90,083	730,658	4,026,449
	Unemployed	6,331	46,731	238,109
	Rate %	6.60%	6.00%	5.60%
July	Labor Force	96,285	776,559	4,276,333
	Employed	90,266	732,053	4,048,443
	Unemployed	6,019	44,506	227,890
	Rate %	6.30%	5.70%	5.30%
August	Labor Force	96,101	774,621	4,279,723
	Employed	90,349	732,407	4,049,997
	Unemployed	5,752	42,214	229,726
	Rate %	6.00%	5.40%	5.40%
September	Labor Force	96,052	774,250	4,283,603
	Employed	90,769	735,837	4,054,083
	Unemployed	5,283	38,413	229,520
	Rate %	5.50%	5.00%	5.40%
October	Labor Force	97,228	782,522	4,280,119
	Employed	91,516	742,204	4,050,460
	Unemployed	5,712	40,318	229,659
	Rate %	5.90%	5.20%	5.40%
November	Labor Force	97,088	783,546	4,286,126
	Employed	91,453	741,742	4,056,278
	Unemployed	5,635	41,804	229,848
	Rate %	5.80%	5.30%	5.40%
December	Labor Force	96,724	778,230	4,299,784
	Employed	90,889	737,316	4,069,487
	Unemployed	5,835	40,914	230,297
	Rate %	6.00%	5.30%	5.40%
Annual Average	Labor Force	96,310	775,043	n/a
	Employed	90,175	731,325	n/a
	Unemployed	6,135	43,718	n/a
	Rate %	6.40%	5.60%	n/a

Source: The North Carolina Employment Security Commission, Labor Market Division, benchmarked 2007, verified 12/2008.

## JOB APPLICANTS PROFILE

### Number of Registered Job Applicants

	<u>Registered</u>
Total	15,077
Male	8742
Female	6335

### Major Occupation Class

<u>Experience</u>	<u>No. of Applicants</u>
0-6 Months	1930
7-24 Months	2932
Over 24 Months	9420

Source: The North Carolina Employment Security Commission, 4/2009

### EDUCATIONAL ATTAINMENT

<u>Education Level</u>	<u>2000 Census (25+ Population)</u>	<u>2007 Estimate</u>
Grade K - 8	8.60%	8.10%
High school graduate	29.60%	30.20%
Associate degree	6.40%	9.20%
Bachelor's degree	10.30%	11.90%
Graduate degree	3.80%	4.80%

Source: 2007 American Community Survey, U. S. Census Bureau, 11/2008

## PUBLIC SCHOOL SYSTEM

### Gaston County School System Statistical Report

#### Number of Schools

Total Number of Schools	53	Graduates	2,115
Elementary Schools	30	Graduates Continuing Their Education	
Intermediate Schools	1	Post-Second Education	84%
Middle Schools	11	Four-Year College	40%
High Schools	9	Two-Year College	40%
Special Schools	1	Vocational Technical Schools	4%
Alternate Schools	1	Military	5%

Employment	9%
Other	2%

#### Enrollment

Total Number of Students	33,000		
Grades K-5	15,218		<b>Employees</b>
Grades 6-8	7,441	Total Number of Employees (PT/FT)	4,226
Grades 9-12	9,785	Total Number of Teachers	2,121

#### Ethnic Distribution

White	68.2%
Black	20.3%
Hispanic	7.5%
Asian	1.5%
Multiracial	2.3%
American Indian	0.2%

Total Number of Students Transported	
Daily	14,800
Miles Traveled Daily	11,000
# Buses	215

#### Transportation

Expenditures Per Pupil	\$7,498
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#### Expenditures

#### Food Service

Breakfasts Served Daily	7,716
Lunches Served Daily	22,634

### 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 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
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).

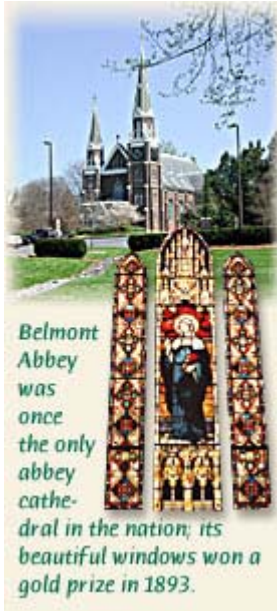
## LOCAL COLLEGES & TECHNICAL TRAINING Institutes of Higher Learning

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

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## 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.

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## 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.

(Continued on next page)

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 Employment Professionals	704-866-4136
Robert Half International, Inc.	704-853-8315
Harris Staffing, Inc.	704-825-8324
Hitec Resources	704-865-8810
HR Support Services	704-865-4227
International Staffing	704-810-0402
Management Recruiters of Gastonia	704-825-0383
Mega Force Staffing Services, Inc.	704-864-9975
Personnel Services Unlimited, Inc.	704-867-4557
Select Staffing	704-824-5807
StaffMasters USA	704-865-1255
Venturi Staffing Partners	704-864-2500