



LINCOLN
NORTH CAROLINA
ECONOMIC DEVELOPMENT ASSOCIATION

FACT BOOK 2007



Workforce, Education and Training

LINCOLN
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ECONOMIC DEVELOPMENT ASSOCIATION



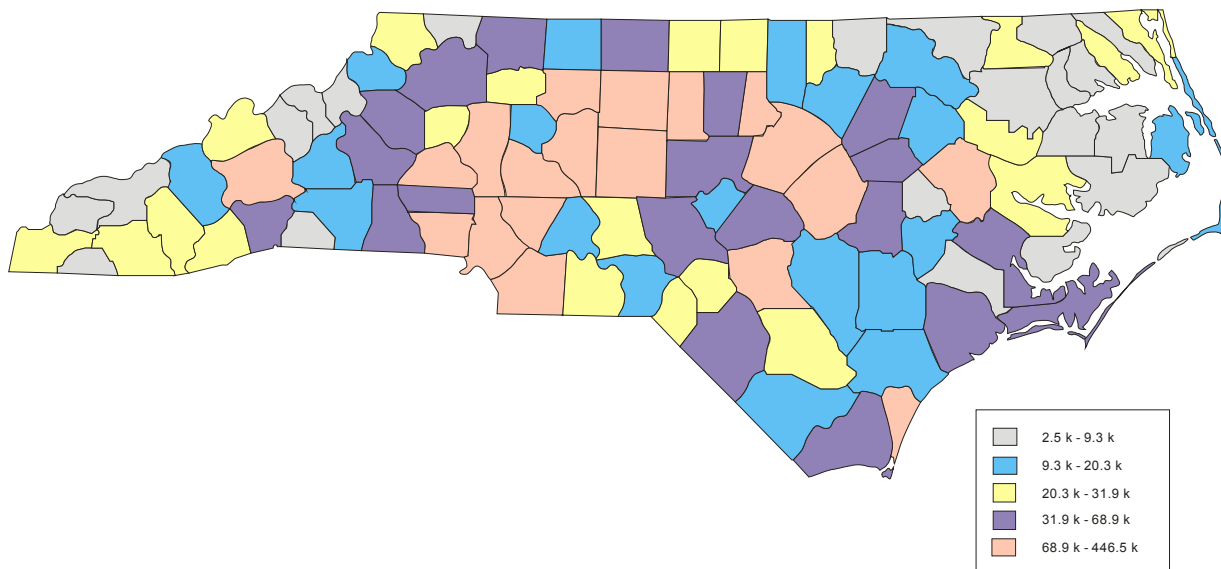
Labor Force

| Current Labor Force Estimates (November 2006) | |
|--|-------------|
| Lincoln County | 2006 |
| Labor Force | 37,412 |
| Employed | 35,435 |
| Unemployed | 1,986 |
| Rate % | 5.3% |
| <hr/> | |
| North Carolina | 4.9% |
| United States | 4.3% |

Source: NC Employment Security Commission

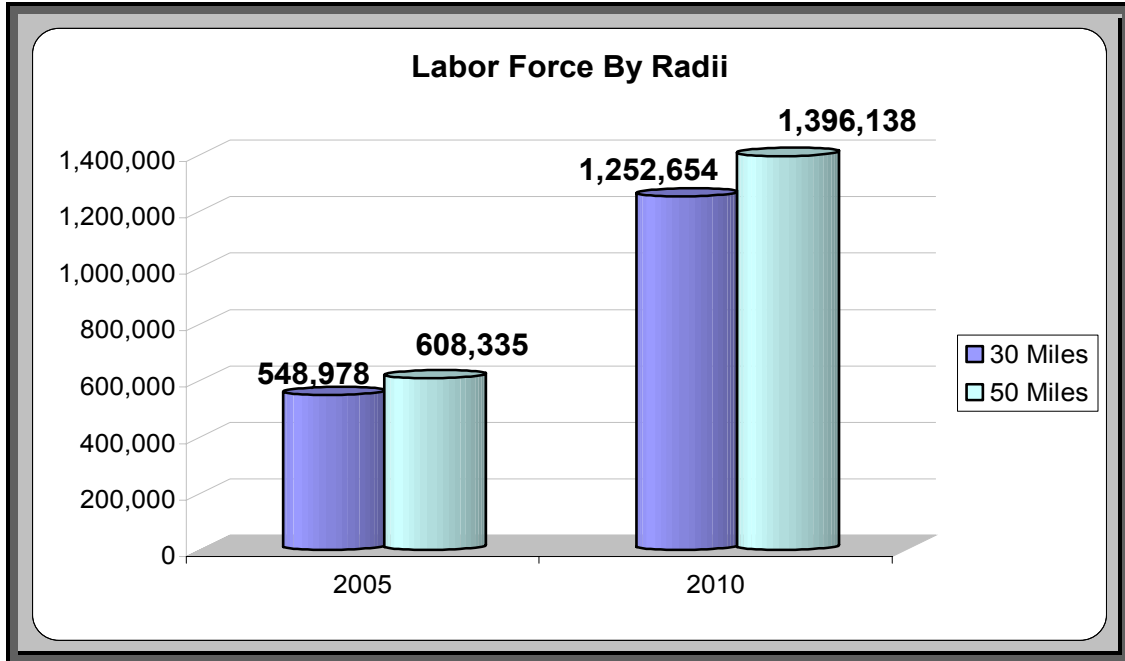
| Civilian Labor Force Estimates | | | | | | | | |
|---------------------------------------|--------|--------|--------|--------|--------|--------|--------|--------|
| | 1990 | 1995 | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 |
| Labor Force | 28,319 | 30,822 | 33,935 | 34,524 | 34,401 | 35,178 | 35,080 | 36,077 |
| Employed | 27,133 | 29,234 | 32,622 | 32,141 | 31,865 | 32,652 | 32,918 | 34,037 |
| Unemployed | 1,186 | 1,498 | 1,313 | 2,383 | 2,536 | 2,526 | 2,162 | 2,040 |
| Rate % | 4.2% | 4.9% | 3.9% | 6.9% | 7.4% | 7.2% | 6.2% | 5.7% |

Source: NC Employment Security Commission

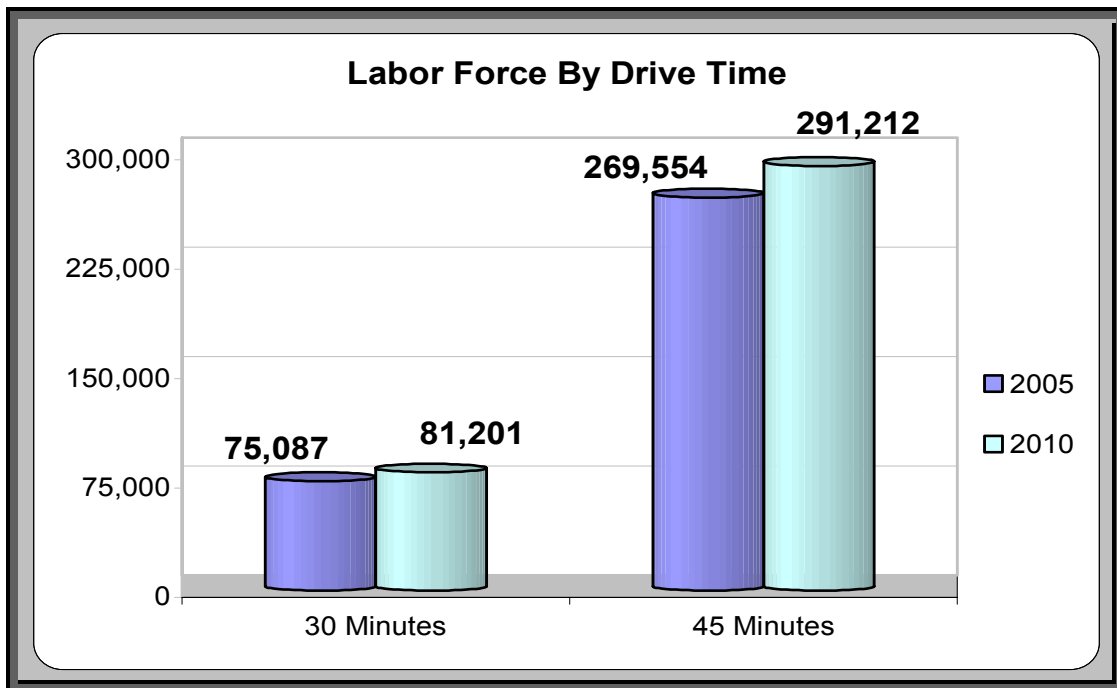




Available Labor Force



*From Lincolnton (Center of County)
Source: Charlotte Regional Partnership*

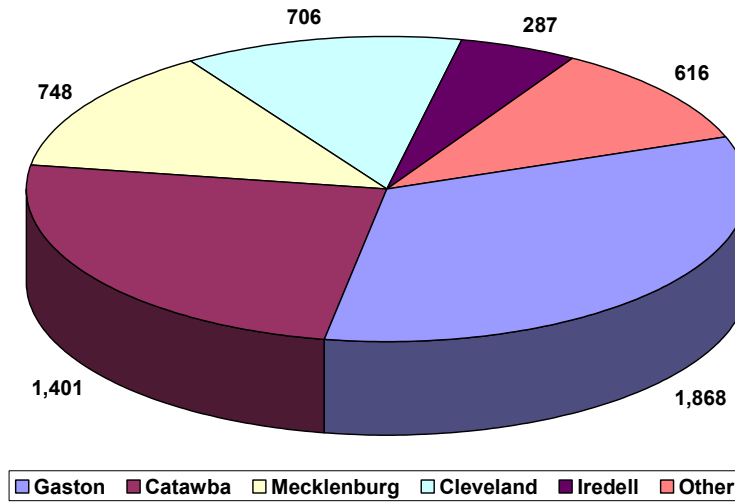


*From Lincolnton (Center of County)
Source: Charlotte Regional Partnership*



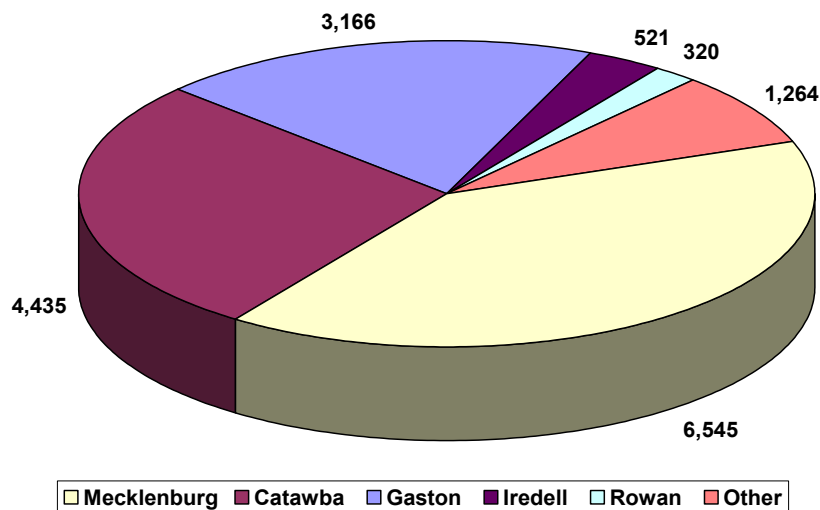
Commuting Patterns

Residents Commuting Into Lincoln County



Source: NC Employment Security Commission

Residents Commuting Out of Lincoln County



Source: NC Employment Security Commission



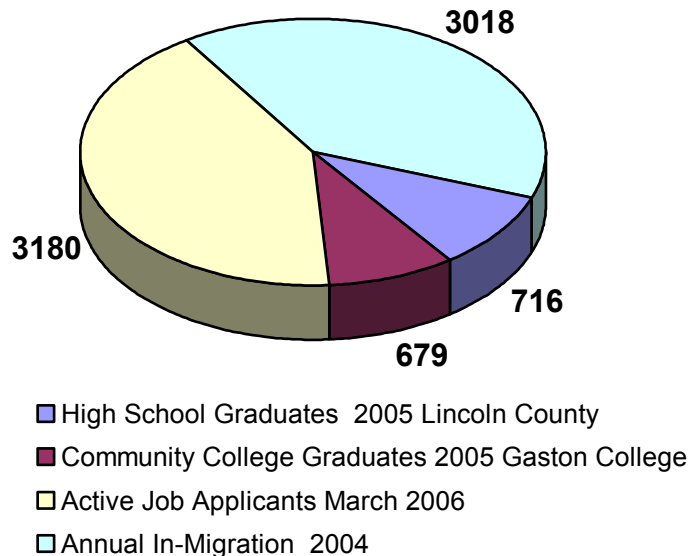
Labor Force Participation Rate

| Occupations | 2006 Estimated Employment | % of Total Employed | 2005 Estimated Employment | % of Total Employed | % of Change |
|-------------------------------------|---------------------------------|------------------------|---------------------------------|------------------------|----------------|
| Office & Administrative Support | 2,950 | 8.5% | 2,350 | 6.9% | 25.5% |
| Installation, Maintenance, & Repair | 580 | 1.7% | 520 | 1.5% | 11.5% |
| Production | 3,640 | 10.5% | 3,280 | 9.6% | 11.0% |
| Transportation & Material Moving | 2,470 | 7.1% | 2,240 | 6.6% | 10.3% |
| Management | 880 | 2.5% | 730 | 2.1% | 20.5% |
| Business & Financial Operations | 340 | 1.0% | 260 | 0.8% | 30.8% |
| Computer & Mathematical | 60 | 0.2% | 50 | 0.1% | 20.0% |
| Architecture & Engineering | 110 | 0.3% | 140 | 0.4% | -21.4% |
| Sales & Related | 1,940 | 5.6% | 1,630 | 4.8% | 19.0% |
| Construction & Extraction | 1,090 | 3.1% | 1,350 | 4.0% | -19.3% |

***Table only includes a portion of Occupations in Lincoln County.*

*Source: NC Employment Security Commission:
Occupational Employment & Wages in NC*

New Labor Market Entrants





Labor Costs

| Wage Rates (June 2006) | | | | | | |
|---|-----------------------------|-------------------------------|-----------------------------------|-----------------------------|-------------------------------|-----------------------------------|
| | Hourly Wages | | | Annual Wages | | |
| Occupations | Estimated Entry Wage | Estimated Average Wage | Estimated Experienced Wage | Estimated Entry Wage | Estimated Average Wage | Estimated Experienced Wage |
| Office & Administrative Support | \$9.08 | \$12.78 | \$14.63 | \$18,879 | \$26,575 | \$30,424 |
| Installation, Maintenance, & Repair | \$11.58 | \$15.51 | \$17.48 | \$24,089 | \$32,268 | \$36,357 |
| Production | \$8.686 | \$13.33 | \$15.57 | \$18,422 | \$27,729 | \$32,382 |
| Transportation & Material Moving | \$7.15 | \$12.32 | \$14.90 | \$14,878 | \$25,619 | \$30,989 |
| Management | \$18.32 | \$34.76 | \$42.98 | \$38,114 | \$72,304 | \$89,399 |
| Business & Financial Operations | \$15.17 | \$20.13 | \$22.61 | \$31,554 | \$41,878 | \$47,039 |
| Computer & Mathematical | \$16.65 | \$23.07 | \$26.28 | \$34,627 | \$47,989 | \$54,671 |
| Architecture & Engineering | \$14.04 | \$21.41 | \$25.10 | \$29,195 | \$44,541 | \$52,215 |
| Buildings & Grounds Cleaning, & Maintenance | \$8.40 | \$10.48 | \$11.51 | \$17,478 | \$21,793 | \$23,951 |
| Sales & Related | \$6.88 | \$11.51 | \$13.82 | \$14,302 | \$23,931 | \$28,745 |
| Construction & Extraction | \$13.27 | \$16.18 | \$17.64 | \$27,600 | \$33,655 | \$36,683 |

*** Table only includes a portion of Occupations in Lincoln County.*

*Source: NC Employment Security Commission:
Occupational Employment & Wages in NC*



Public Education & Training

Lincoln County Public Schools

www.lincoln.k12.nc.us

| | <u>Number</u> | <u>Grades</u> | <u>Enrollment</u> |
|------------|---------------|---------------|-------------------|
| Elementary | 12 | K-5 | 5,132 |
| Middle | 4 | 6-8 | 2,798 |
| High | 4 | 9-12 | 3,781 |

Lincoln County School of Technology (Grades 11-12)

- Allied Health Science
- Automotive Technology
- Business Information Technology
- Construction Technology
- Drafting
- Early Childhood Education
- Engineering

Superintendent

Dr. Jim Watson
Lincoln County Schools
353 N Generals Blvd.
PO Box 400
Lincolnton, NC 28092
704-732-2261

Mission Statement

Lincoln County Schools will work together with students, families, and the community to ensure a quality, innovative educational program in a safe environment where students become responsible, contributing citizens and lifelong learners.



Public Education & Training

Charter School

(Lincoln Charter School is the only Multiple Campus Charter School in North Carolina)

Lincoln Charter School - K-12
(Lincolnton Campus)
133 Eagle Nest Rd.,
Lincolnton 28092-7383
704-736-9888

Lincoln Charter School - K-10
(Denver Campus)
2243 Hwy 16 North
Denver, NC 28037
704-483-6611

www.lincolncharter.org

Area Private Schools

Lincoln Christian Academy
280 Car Farm Road
Lincolnton, NC 29092
704-735-5997

Long Shoals Wesleyan Academy
3032 Wesleyan Church Road
Lincolnton, NC 28092
704-732-3886

Gaston Day School
2001 Gaston Day School Road
Gastonia, NC 28054
704-864-7744

St. Stephen Lutheran School
2304 Springs Road
Hickory, NC 28601
828-256-2166

www.gastoday.org

www.ststephens-lcms.org

St. Michael Catholic School
708 St. Michael Lane
Gastonia, NC 28052
704-865-4382
Fax: 704-867-6379

www.stmichaelsgastonia.org



Higher Education & Training

Local Community College

Gaston College & Lincoln Campus of Gaston College

Lincoln Campus - Gaston College

511 S. Aspen Street
Lincolnton, NC 28092
(704) 748-1040

www.gaston.cc.nc.us/community/lincoln.htm

Dallas Campus - Gaston College

201 Highway 321 South
Dallas, NC 28034-1499
(704) 922-6200

www.gaston.cc.nc.us

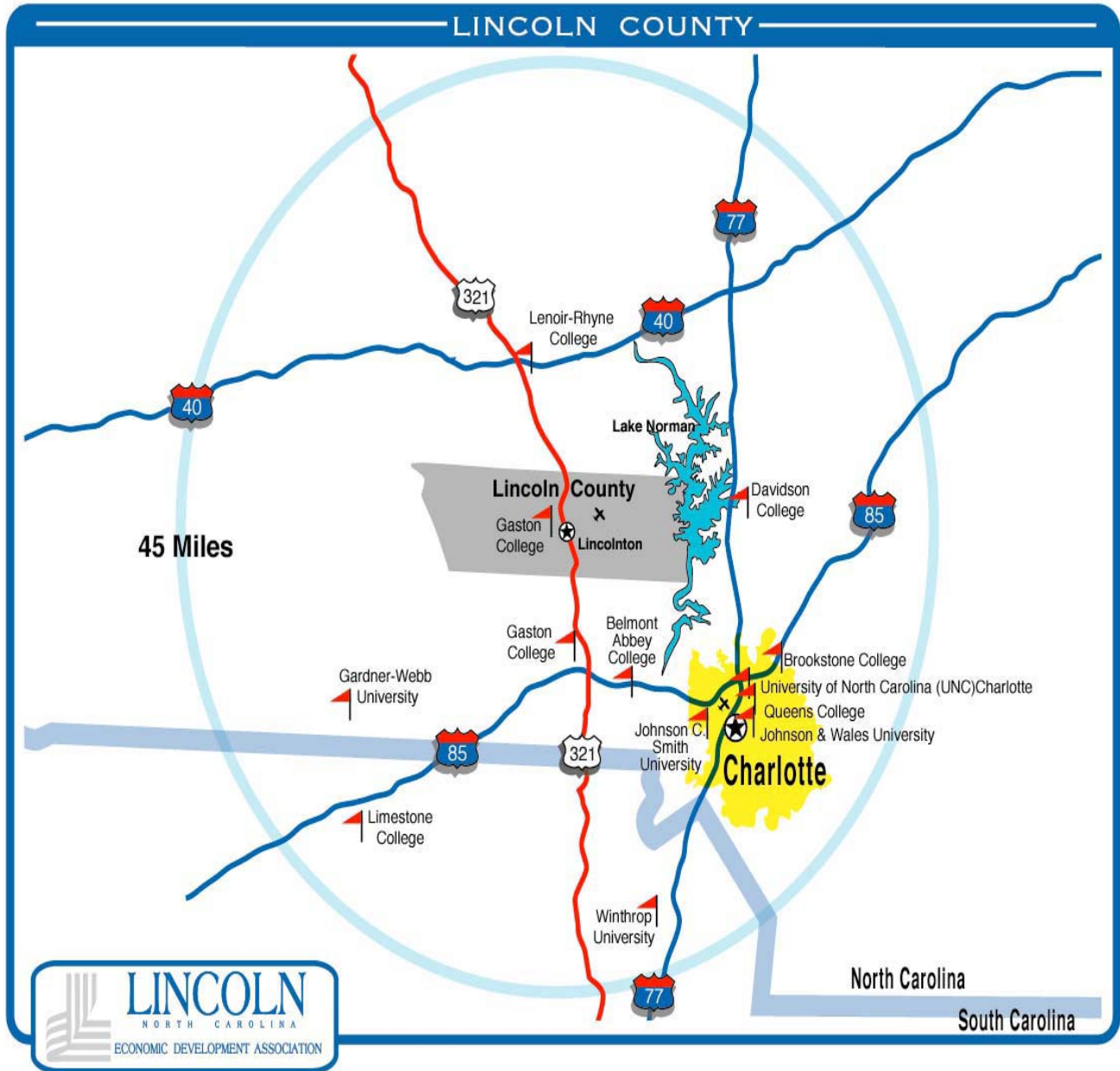
The college offers associate degrees in Applied Science, Arts, Science, Fine Arts, General Education, and General Occupational Technology, as well as, diploma and certificate programs. Continuing Education programs are provided for individual personal and professional development.

The College's Corporate Education Division works closely with firms in Gaston and Lincoln County to meet their business education needs in a wide variety of ways. One of the benefits of using your local community college is that we can often save you valuable time and money by arranging qualified instructors and developed courses for your firm. Additionally, we administer programs that use State funds, in the form of training grants, to help offset training costs. Gaston College provides customized services to business and industry through its various specialized areas including:

- People Management Skills for Supervisors
- Team Skills
- Customer Service (internal & external)
- Americans with Disability Act Compliance
- OSHA
 - workforce level
 - supervisors level
- QS/ISO 9000 / ISO 14000
 - Intro course for workforce and/or management
 - Internal Auditor course
 - Documentation course
- Statistical Process Control
- Blueprint Reading
- Geometric Dimension & Tolerance
- Professional Image Skills for Managers
- Facilitating Successful Meetings
- Training Assessments (individual and organizational)



Colleges & Universities within Proximity of Lincoln County





Higher Education & Training

Other Community Colleges

Catawba Valley Community College

2550 Highway 70 SE
Hickory, NC 28602
Telephone: (828) 327-7000
Fax: (828) 327-7276
www.cvcc.edu

Corporate and Continuing Education at Catawba Valley Community College provides customized services to business and industry through its various specialized areas including:

| | |
|--|---------------------------------------|
| Apprenticeship Training | Focused Industrial Training (FIT) |
| CAD Center | OSHA & Safety |
| Industrial Trades Training | Hosiery Technology Center |
| Computrain | License Preparation & Recertification |
| Deming Center of Excellence (Quality Management, Supervisory & Leadership) | New & Expanded Industry Training |
| Recruiting & Job Placement Services | Quality Leadership Training |
| Customer Service | Small Business Center |
| | Basic Employment Skills |

Central Piedmont Community College

P.O. Box 35009
Charlotte, NC 28235 USA
704/330-2722
www.cpcc.cc.nc.us

Corporate and Continuing Education (Business and Industry Services)

In today's competitive business environment, a highly-skilled and productive workforce is a company's greatest asset. CPCC's Corporate Training Center will assist your business in preparing your workforce for the information-driven workplace of the 21st century. Their training experts will assess your company's skill requirements and create a training program tailored to the specific needs of your business or industry. Classes can be taught either on-site at your business or at any of CPCC's facilities within Mecklenburg County.

Authorized Autodesk Premier Training Center
Business Computer Training
International Training
The Language Institute
Management and Professional Development

Manufacturing and Technical Skills
Microsoft Authorized Academic Training Program
Small Business Center
Workplace Basic Skills
Continuing Education



Higher Education & Training

College and Universities in Area

Belmont Abbey College

100 Belmont-Mt Holly Rd
Belmont, NC 28012
704-825-6665

www.belmontabbeycollege.edu

The mission of Belmont Abbey College is to educate undergraduate students from diverse religious, ethnic and cultural backgrounds in the liberal arts tradition as guided by Catholic intellectual heritage and inspired by the 1,500-year-old Benedictine monastic tradition.

Davidson College

P.O. Box 1719
Davidson, North Carolina 28036
Phone 704/894-2000 Fax 704/894-2005

www.davidson.edu

A nationally recognized, highly selective independent liberal arts college located just outside of Charlotte, North Carolina, in the town of Davidson. Founded in 1837 by Presbyterians, today it enrolls approximately 1600 men and women. With an active Honor Code a student/faculty ratio of 11:1, and athletic teams competing at the level of NCAA Division I, this historic 450-acre campus is an ideal choice for students who seek a vigorous undergraduate education in a residential environment.

Gardner Webb University

P.O. Box 997
Boiling Springs, NC 28017
(704) 406-2361

www.gardner-webb.edu

Is located in the Piedmont area of western North Carolina. Main campus of 200 acres is located in Boiling Springs, NC. GW offers Bachelor of Arts, Bachelor of Science, and Bachelor of Science in Nursing. There are currently 19 Bachelor of Arts degree programs and 22 Bachelor of Science degree programs. Associate of Arts in Nursing, Master of Arts in Education, Master of Arts in English, Master of Arts in Sport Science and Pedagogy, Master of Arts in School Counseling, Master of Arts in Agency Counseling, Master of Business Administration, Master of Divinity, a dual-degree program M.Div/M.B.A., and, coming in Spring 2001, a Master of Science in Nursing degree. Doctor of Ministry degree. Affiliation: Baptist State Convention of North Carolina.



Higher Education & Training

College and Universities in Area

Lenoir-Rhyne College

7th Ave. & 8th St. NE
Hickory, NC 28601
(828) 328-1741 · 1-800-277-5721
www.lrc.edu

An institution of the North Carolina Synod of the Evangelical Lutheran Church in America. It provides programs of undergraduate, graduate and continuing study which are committed to the liberal arts and sciences as a basis for professional studies and various careers and as guidance for a purposeful life. The College strives for excellence by providing rigorous programs designed to challenge the qualified and motivated student. L-R is a comprehensive liberal arts institution, enrolling some 1,500 students in more than 60 undergraduate degree programs and master's degree programs in the fields of business, counseling and education. With its Evening College, Lenoir-Rhyne strives to serve the non-traditional population. The primary concern of Lenoir-Rhyne is development of the whole person. To that end, all students regardless of major must complete 56 hours of core courses comprising arts, sciences, social sciences, religion and language.

UNC Charlotte

The University of North Carolina at Charlotte
9201 University City Blvd
Charlotte, NC 28223-0001
(704) 687-2000
www.uncc.edu

A comprehensive university offering a full array of baccalaureate programs, about 45 programs leading to master's degrees and six programs leading to doctoral degrees. The doctoral programs are in electrical engineering, mechanical engineering, applied mathematics, information technology, biology, and educational leadership.



Employment & Training Programs

North Carolina Incumbent Workforce Development Program

I. OVERVIEW

North Carolina's Incumbent Workforce Development Program broadens the scope of the state's existing incumbent worker initiative. The Program provides funding to established NC businesses to provide educational and skills training for current workers. It is designed to benefit business by enhancing the skills of employees, thereby increasing employee productivity and the potential for company growth. Training in portable skills results in a more highly skilled and versatile workforce that contributes to North Carolina's ability to attract new business, and creates an environment conducive to expansion.

- Maximum funding for any project is \$37,500 plus a 10% grant service fee for the appropriate Local Area. A company may apply for more than one grant as long as the total for all grants in a program year does not exceed \$37,500. This amount includes grants a company may receive in all 24 Local Areas. There is a lifetime maximum of \$50,000 per company.
- Funds for each approved project will be made available to the business entity through a contract between the business and the administrative/fiscal agent of the Local Area.

II. APPLICANT QUALIFICATION

❖ Condition for Application

In order to maximize resources, the business must state that it is not eligible for or has exhausted efforts to secure funding through existing incumbent worker training programs in the NC Community College System or the university system, such as the Continuing Education Program, New and Expanding Industries Program, and/or the Focused Industrial Training Program.

❖ Applicant Eligibility

Applications are open to all companies conducting business in North Carolina meeting the guidelines listed below.

1. Must be private for-profit or private not-for-profit business.
2. Must have been in operation in the State of NC during the entire 12 month period immediately preceding the date of application.
3. Must be current on all NC tax obligations.
4. Must be current on all applicable county, city, and local taxes.
5. Must propose training for employees at a NC facility.



III. PROJECT STRUCTURE

❖ Allowable Activities

Training activities permissible include the following:

1. Occupational skills training designed to meet the special requirements of a business or a group of businesses, and is conducted with employer commitment to continue to employ all trained individuals upon successful completion of the training.
2. Educational training including workplace literacy, basic skills, “soft” skills, and English as a second language. An applicant must demonstrate the effect of the training on business operations and identify the transferable skills acquired by employees.

❖ Application Submission

No application will be considered unless the company has contacted the Local Workforce Development Board prior to completing the application and received the Board’s support for submission. All applications must go through the Local Workforce Development Board for review and approval.

Businesses contact the appropriate Local Area to determine the timeframes for submission of the application to the Local Workforce Board and to determine whether there are additional local specifications. Local Area staff may assist business in the development of project applications, usually through an orientation for interested employers.

The standard project application and complete set of guidelines are available at www.nccommerce.com/workforce. These documents are also available from Local Area offices or by contacting the Commission on Workforce Development at 919-715-3300.

Lincoln County’s Local Area is the Centralina Workforce Development Consortium.
Executive Director: David Hollars
Mailing Address: PO Box 35008, Charlotte, NC 28235
Phone: 704-348-2717



Employment & Training Programs

Employment Security Commission's Employment and Training Programs

On-The-Job Training

On-The-Job Training enables workers to be hired and trained by employers who receive reimbursements of up to 50 percent of the starting hourly wage for a specified number of training hours. Some of these workers have been dislocated from their jobs with no hope of returning to them, while others are unemployed or underemployed, or receiving welfare payments and would benefit from the training.

Professional Screening

Many employers across North Carolina have taken advantage of the ESC's quality job placement and referral services. When employers place job orders, the ESC conducts a computer search by occupational code of the area's applicant files for referrals, which are made by professional employment consultants based on specific requirements listed by the employer on the job order.

Employers can elect to hire all their employees for predetermined job categories through the ESC. Employer Agreements save the employer time by referring all potential applicants through the local ESC office. All referrals have been screened according to the employer's requirements. Further, the universal exposure of listing job openings with the ESC helps employers comply with affirmative action policies and federal contracting requirements.

Employers can receive personalized service by having a local ESC staff member assigned to them as an Account Executive. The Account Executive becomes the employer's personal contact point as well as the local ESC consultant regarding the employer's needs. In addition, the employer will be kept informed of special money-saving programs offered by the agency and other sources.

Job Listings

The ESC offers a variety of databases to list an organization's job openings.

Businesses which hire their workers through ESC's database have found a reliable source of labor at no cost to their company. If a worker you hired cannot do the job within the first 100 days on the job, the employee's subsequent dismissal is not charged against your company's unemployment insurance tax account.

**For more information on the ESC's employment and training programs, contact the local ESC office at 704-735-8035.



Employment & Training Programs

North Carolina Manufacturing Certification Program

The NC Manufacturing Certification Program is offered through NC's community colleges, designed to provide North Carolinians with enhanced career opportunities in manufacturing, and to provide NC's manufacturers with a world-class workforce. It was developed utilizing industry-based skill standards and national certification programs, manufacturing skill surveys, and interview feedback from leading NC manufacturing companies. The program has garnered the recommendation of the National Association of Manufacturers' Center for Workforce Success, and the NC Citizens for Business and Industry.

This 96 hour certification program includes classes such as Manufacturing Concepts, Math for Measurements, Communications, Problem Solving, Statistical Process Control and Blueprint Reading. For more information on this program, contact the Corporate Education Office of Gaston College at 704-922-6448.

Focused Industrial Training (FIT)

This program updates the skills of frontline production workers and their supervisors in a variety of topics. The grant subsidizes the costs and includes bringing in third-party experts or sending employees to specialty schools. Workers receive the optimal training source for their individual needs. For more information on this program, contact the Corporate Education Office of Gaston College at 704-922-6448.

New and Expanding Industry Training

For manufacturing firms who are new to the state or for existing firms who are expanding, free customized training is available through this special program. Instruction ranges from basic production to highly sophisticated skills using the best resources available. Pre-employment assessments and new employee orientation services are available to qualifying firms at no cost.

Eligibility for this training program is determined on a company-by-company basis. Typically, the services provided are based on the number of new jobs created, their skill and wage levels, and the level of total capital investments. Services are made available to companies that create 12 or more new jobs in any one community in North Carolina during a one-year period.

Training services provided may include instructors and training program development, customized video training programs, temporary training facilities, equipment, and supplies. For more information on this program, contact the Corporate Education Office of Gaston College at 704-922-6448.