

Piedmont Triad Partnership
Approved FOCUS Grants: April – November 2007
Talent Development, Workforce Development, Entrepreneurial Job Training

Talent Development

Grantee	Partners	Industry Cluster	Project Target
Montgomery Community College	First Montgomery Memorial Hospital & 2 assisted living facilities	Health Care	Community college students
Grant Award Amount	Leveraged Funds	Total	
\$107,142	\$227,725	\$334,867	

Summary and Selected Deliverables

Montgomery Community College will expand its Practical Nursing Program to include a diploma offered during evenings and weekends to be provided in hybrid technology-enhanced instructional format.

- Enrollment of 15 students in evening/weekend diploma program
- Development of on-line course content
- 90% of students enrolled completing course within one year
- 90% of program completers passing the NCLEX-PN exam at a rate of 90% or better than the national average on licensure exams

Grantee	Partners	Industry Cluster	Project Target
Forsyth Technical Community College	Guilford Technical Community College	Logistics/Distribution	Community college students
Grant Award Amount	Leveraged Funds	Total	
\$100,000	\$113,676	\$213,676	

Summary and Selected Deliverables

Forsyth Technical Community College and Guilford Technical Community College will work together in a new partnership across county/college lines to integrate their existing Logistics and Distribution curricula into a comprehensive package which focuses on career ladder progression and lifelong learning.

- Survey of employers
- Correlation of employer needs to instructional outcomes
- Development of new courses to fill gaps
- Definition of a comprehensive and integrated curriculum
- Definition of delivery models to provide maximum flexibility
- Selection of textbooks and instructional material
- Establishment of internships
- Establishment of certificates for major competency areas

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Grantee	Partners	Industry Cluster	Project Target
Winston-Salem/ Forsyth County Schools	Stokes, Guilford, Surry and Randolph County Schools	Advanced Manufacturing, Logistics/Distribution, Health Care, Creative Enterprises/Arts	Middle school students and teachers
Grant Award Amount	Leveraged Funds	Total	
\$75,000	\$111,000	\$186,000	

Summary and Selected Deliverables

Winston-Salem/Forsyth County Schools will further develop and implement CareerStart, a middle-school career education program by extending the program to other schools in the Piedmont Triad region, by supplementing the 6th and 7th grade curricula which already exist, by developing an 8th grade curriculum and by training teachers in the use of this product.

- Testing, rating and certification of 120 CareerStart lessons
- Implementation of revised 6th grade lessons in ten new schools serving approximately 2,500 students
- Development of district, school and teacher training implementation materials
- CareerStart lessons uploaded to the Learning Village intranet system
- Assessment report on implementation outcomes for 6th and 7th grade students

Grantee	Partners	Industry Cluster	Project Target
Regional Consolidated Services	Randolph County Schools, Randolph Community College, Asheboro City Schools, local businesses	Advanced Manufacturing, Logistics/Distribution, Health Care, Creative Enterprises/Arts	High school students
Grant Award Amount	Leveraged Funds	Total	
\$61,439	\$221,000	\$282,439	

Summary and Selected Deliverables

Regional Consolidated Services will work with Randolph Community College, Asheboro City Schools, Randolph County Schools and local employers to measure the effectiveness of using WorkKeys and Career Readiness Certification in the placement of students in the career and technical education course of study in employment.

- Goals
 - Assess over 1,200 students
 - 25% achieve CRC
 - 10% of seniors who receive CRC enter post –secondary education
 - 90% of seniors who receive CRC gain employment
- Students who achieve a CRC will be issued a certificate which will complement their high school diploma.
- Seniors will be referred to JobLink for job search activities. Seniors who do not achieve the scores to receive a Career Readiness Certification will be referred to JobLink’s resource room to either work at their own pace or to work with an instructor in an employability skills lab.
- Sophomores and juniors: Teachers and career development counselors will work on the KeyTrain® curriculum with students. Skill gaps will be identified by the first assessments. Students will strive to achieve the Career Readiness Certification. Students will also work on acquiring the skills necessary, as defined by the KeyTrain® and WorkKeys® occupational profiles, for their career choice to prepare them for employment.
- Four employers are currently utilizing WorkKeys® for hiring purposes and one new employer will be added

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Grantee	Partners	Industry Cluster	Project Target
Piedmont Triad Education Consortium	All 17 school districts in the Piedmont Triad	Advanced Manufacturing, Logistics/Distribution, Health Care, Creative Enterprises/Arts	School administrators, K-12 systems
Grant Award Amount	Leveraged Funds		Total
\$14,000	\$18,000		\$32,000

Summary and Selected Deliverables

The Piedmont Triad Education Consortium will engage 30 executive leaders of the seventeen Piedmont Triad school districts in learning about the four industry clusters identified by the Piedmont Triad Partnership in order to make appropriate changes in school curricula and practices to better prepare students for new millennium careers.

- Participation in retreat of 30 executive school district leaders in all 17 school districts
- Visits with 6-8 corporate leaders to gain understanding of 21st Century workplace skills needed
- Visits to 4 industry cluster sites
- Written narratives of skills needed by employers as matched to school district career curricula
- 100% of retreat participants hold three forums in their districts
- Records of exemplary practices/programs that are replicated from one school to another

Grantee	Partners	Industry Cluster	Project Target
Welfare Reform Liaison Project	Guilford Technical Community College	Creative Enterprises/Arts	Unemployed adults in underserved communities
Grant Award Amount	Leveraged Funds		Total
\$24,960	\$156,650		\$181,610

Summary and Selected Deliverables

The Welfare Reform Liaison Project will expand its Copycents Video Production and Graphic Design program to include new instructional components and will expand the program's pool of individuals from underserved communities who are prepared for entry-level work and career ladder progression in the creative arts and enterprises cluster.

- Addition of 15 new students to program
- Production of 24 digital media projects
- Students receiving real-world video production experience through Co-op assignments with a practitioner
- Program participants earn income through working on digital media products
- Students demonstrate learned skills by credit inclusions in media products

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Grantee	Partners	Industry Cluster	Project Target
Davidson County Community College	Montgomery Community College and 3 assisted living facilities	Health Care	Community college students
Grant Award Amount	Leveraged Funds	Total	
\$24,427	\$29,627	\$54,054	

Summary and Selected Deliverables

Davidson County Community College will develop the curriculum for a new Practical Nursing Education Program that will be delivered in a hybrid distance learning format and will utilize technologically advanced patient simulation technology.

- Admission criteria developed
- Program philosophy, purposes, objectives developed
- Policies and procedures developed
- Curriculum materials developed and submitted to NC Board of Nursing
- 20 students enrolled
- 15 graduates of new PN Program meet or exceed 90% pass rate on NCLDEX-PN exam

Grantee	Partners	Industry Cluster	Project Target
Action Greensboro	NC Biotechnology Center, Community Foundation of Greater Greensboro and corporate donors	Advanced Manufacturing, Logistics/Distribution, Health Care, Creative Enterprises/Arts	College students
Grant Award Amount	Leveraged Funds	Total	
\$66,500	\$76,600	\$143,100	

Summary and Selected Deliverables

Action Greensboro will continue design of and first year operations for the Triad InternNet, a web-based project to increase the quality and quantity of internships in the Piedmont Triad area.

- Website portal activated
- 100 internships posted on portal
- 3 networking events for students/employers
- 100 student profiles posted on website
- Number of internships increased by minimum of 20
- 50 employers assisted through website
- Monitoring of quality of internship experiences

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Grantee	Partners	Industry Cluster	Project Target
Forsyth Technical Community College	GTCC, Davidson County Community College, Forsyth Medical Center, Wake Forest Baptist Medical Center, NW AHEC	Health Care	Community college students
Grant Award Amount		Leveraged Funds	Total
\$98,782		\$148,360	\$247,142

Summary and Selected Deliverables

Forsyth Technical Community College, Guilford Technical Community College and Davidson County Community College will develop an Associate Science Degree in Pharmacy Technology

- 10-year projection of workforce demands
- Differentiation of competency-based skills for different levels of pharmacy technology
- AAS Curriculum
- Recruitment of students for AAS program
- Instructional services agreement among colleges
- Identification of shared and needed resources
- Innovative delivery systems

Grantee	Partners	Industry Cluster	Project Target
Thomasville City Schools	Lexington City Schools, Guilford County Schools, Davidson County Workforce Development Board, Get Real Youth Program, Davidson County Community College	Advanced Manufacturing, Logistics/Distribution, Health Care, Creative Enterprises/Arts	K-12 students and teachers, instructors of early childhood education, and leaders of out-of-school youth program
Grant Award Amount		Leveraged Funds	Total
\$104,533		\$106,052	\$210,585

Summary and Selected Deliverables

Thomasville City Schools in partnership with Lexington County Schools, Guilford County Schools, The Davidson County Workforce Development Board and Davidson County Community College will administer Project Bright Tomorrow

- 75 teachers participating in seminar and receiving Habits of the Mind credentials
- 3 business forums to focus on targeted industries
- 5% each increase in 3rd and 6th grade math and language arts EOC scores system for tracking students through high school completion

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Grantee	Partners	Industry Cluster	Project Target
FIRST (U.S. Foundation for Inspiration and Recognition of Science and Technology)	School systems and businesses in Davidson, Forsyth, Guilford, Surry and Rockingham Counties	Advanced Manufacturing, Logistics/Distribution, Health Care, Creative Enterprises/Arts	K-12 students
Grant Award Amount	Leveraged Funds	Total	
\$67,700	\$70,500	\$138,200	

Summary and Selected Deliverables

FIRST will grow its robotics program in the Piedmont Triad region to enable 200 K-12 Students to join Corporate, Community and Academic mentors in a hands-on project-based learning program.

- Create 3 new FIRST Robotics Competition teams and maintain 1 existing team
- Create 3 new FIRST Tech Competition teams
- Create 3 new FIRST LEGO® League teams
- Create 3 new Junior FIRST LEGO® League teams
- Increase number of underserved students involved in science and technology
- Increase collaboration between industry and education
- Increase new mentoring opportunities for youth

Grantee	Partners	Industry Cluster	Project Target
Piedmont Community College	NC REAL Enterprises	Health Care	Community college students
Grant Award Amount	Leveraged Funds	Total	
\$51,000	\$157,373	\$208,373	

Summary and Selected Deliverables

Piedmont Community College in partnership with NC REAL Enterprises proposes to develop a Family Caregiving Curriculum Project with core instruction components and two innovative workforce development tracks: Health Care Career Employment and Health Care Entrepreneurship

- Development of curriculum for Family Care Givers certificate and Pathways to Careers in Health Care
- WorkKeys assessment and Career Readiness certification of program participants
- Delivery of curriculum to 200 students
- Delivery of job placement services
- Delivery of business start-up services

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Grantee	Partners	Industry Cluster	Project Target
Davidson County Community College	Hospitals, nursing homes and EMS units	Health Care	Incumbent workers, post-secondary students and career fair attendees
Grant Award Amount	Leveraged Funds	Total	
\$50,725	\$65,850	\$116,575	

Summary and Selected Deliverables

Davidson County Community College will purchase a trailer and convert it into a setting for mobile clinical instruction.

- Train 200 students utilizing Mobile SimLab
- Utilize mobile lab to provide off-campus education and training in Davidson County and at career fairs, hospitals and other business locations

Grantee	Partners	Industry Cluster	Project Target
North Carolina A&T State University	North Carolina Military Business Center	Advanced Manufacturing	Piedmont Triad manufacturers and incumbent workforce
Grant Award Amount	Leveraged Funds	Total	
\$74,667	\$75,333	\$150,000	

Summary and Selected Deliverables

North Carolina A&T State University seeks to implement a project which will address the problems of advanced manufacturing in the Piedmont Triad associated with the lack of qualified workforce for defense manufacturing.

- Creation of a database of manufacturing industries with the capability of implementing aerospace and defense-related contracts
- Formation of a roundtable discussion group related to aerospace and defense manufacturing needs
- Identification of workshops and courses needed by Piedmont Triad workers in order for them to carry out aerospace and defense-related manufacturing processes
- Creation of and delivery of materials for WebCT short courses
- Presentation of demonstration workshops

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Grantee	Partners	Industry Cluster	Project Target
Davidson County Community College	Surry, Montgomery, Rockingham and Randolph Community Colleges	Logistics/Distribution and Advanced Manufacturing	Community college students, businesses and early college high school students
Grant Award Amount	Leveraged Funds	Total	
\$228,435	\$244,866	\$473,301	

Summary and Selected Deliverables

Davidson County Community College will partner with Surry, Randolph, Rockingham and Montgomery Community Colleges to develop the first phase of a global Languages and Culture Consortium.

- Course syllabi for a minimum of three Japanese language and culture courses
- Delivery of Japanese courses to 50 students
- Course syllabi for a minimum of three Chinese language and culture courses
- Delivery of Chinese courses to 50 students
- Use of mobile video conferencing for course delivery

Grantee	Partners	Industry Cluster	Project Target
Piedmont Community College	Caswell County Council for the Arts	Creative Enterprises/ Arts	Unemployed adults and community college students
Grant Award Amount	Leveraged Funds	Total	
\$22,100	\$23,435	\$45,535	

Summary and Selected Deliverables

Piedmont Community College in partnership with the Caswell County Council for the Arts proposes to develop and deliver a Theatrical Arts Technician curriculum to meet the demand for skilled theatrical arts technicians to work in the Piedmont Triad.

- Develop curriculum for Theatrical Arts Technician project
- Obtain approval of the curriculum by North Carolina Community College System
- Advertise and recruit students for new program
- Offer Theatrical Arts Technician courses
- Refer course completers to Caswell County JobLink for placement
- Present model at North Carolina Community College System Instructor Conference

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Grantee	Partners	Industry Cluster	Project Target
Alamance Community College	Alamance-Burlington School System, numerous employers	Advanced Manufacturing	High school and college students; dislocated workers
Grant Award Amount	Leveraged Funds	Total	
\$100,379	\$276,421	\$376,800	

Summary and Selected Deliverables

Alamance Community College, in collaboration with area industry and the Alamance-Burlington School System will conduct a demonstration project to address the critical shortage of trained machinists in the region.

- Creation of a video on state-of-the-art machining techniques for use in student recruitment
- Purchase of mobile machining replica equipment
- Creation of one or more Continuing Education short courses
- Multiple recruitment events to present Machining Technology as a career
- Creation of at least 6 machining apprenticeships in industry
- Summer institute on machining technology
- Scholarships for apprentices who continue education in machining technology at the postsecondary level
- 25% increase in enrollment in the Machining Technology Program at Alamance Community College

Workforce Development

Grantee	Partners	Industry Cluster	Project Target
North Carolina Baptist Hospital	Northwest Piedmont Workforce Development Board	Health Care	Incumbent workers
Grant Award Amount	Leveraged Funds	Total	
\$8,760	\$10,580	\$19,340	

Summary and Selected Deliverables

Work Keys Job Profiling, employee assessment, career ladder movement for employees, remediation for employees

Outcomes expected from the implementation of this grant are 5 jobs profiled with employees assessed against the job profiles within one month of profiling and receiving remediation following assessment. A percentage of employees to be moved upward on the CLIMB career ladder following assessment.

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Workforce Development

Grantee	Partners	Industry Cluster	Project Target
Viking Polymers	Guilford County Workforce Development Board	Advanced Manufacturing	Incumbent workers
Grant Award Amount	Leveraged Funds		Total
\$4,020	\$1,350		\$5,370

Summary and Selected Deliverables

Viking Polymers, LLC to engage in job profiling, assessment and remediation training.

Outcomes expected from the implementation of this grant are 2 jobs profiled, with employees assessed against the job profiles and receiving remediation following assessment. Other deliverables include reduction of turnover rates for positions profiled and increased company productivity which will lead to increased profits and result in increased employee wages.

Grantee	Partners	Industry Cluster	Project Target
Berkshire Corporation	Guilford County Workforce Development Board	Advanced Manufacturing	Incumbent workers
Grant Award Amount	Leveraged Funds		Total
\$15,740	\$8,567		\$24,307

Summary and Selected Deliverables

Berkshire Corporation to engage in job profiling, assessment and remediation training.

Outcomes expected from the implementation of this grant are 8 jobs profiled, with employees assessed against the job profiles and receiving remediation following assessment. Other deliverables include adjustments to the company compensation plan based on job profiling, and financial rewards to employees at review time based on basic skills mastery.

Grantee	Partners	Industry Cluster	Project Target
Wizard's Cauldron	Kerr-Tarr Workforce Development Board	Advanced Manufacturing	Incumbent workers
Grant Award Amount	Leveraged Funds		Total
\$17,530	\$8,465		\$25,995

Summary and Selected Deliverables

Wizard's Cauldron to engage in job profiling, assessment and remediation training.

Outcomes expected from the implementation of this grant are 8 jobs profiled, with employees assessed against the job profiles. In addition, employees to receive remediation following assessment. Other deliverables include development of formal job descriptions for positions profiled, development of a formal wage progression scale, and creation of a plan for cross-training workers.

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Workforce Development

<i>Grantee</i>	<i>Partners</i>	<i>Industry Cluster</i>	<i>Project Target</i>
Team Emergent, LLC	Guilford County Workforce Development Board	Advanced Manufacturing	Incumbent workers
<i>Grant Award Amount</i>	<i>Leveraged Funds</i>	<i>Total</i>	
\$11,588	\$2,752	\$14,340	

Summary and Selected Deliverables

Team Emergent, LLC to engage in job profiling, assessment and remediation training

Outcomes expected from the implementation of this grant are 7 jobs profiled, with employees assessed against the job profiles. In addition, employees to receive remediation following assessment. Other deliverables include tracking of the impact of the project on company productivity and competitiveness and on impact on employees.

<i>Grantee</i>	<i>Partners</i>	<i>Industry Cluster</i>	<i>Project Target</i>
Tiger Controls, Inc.	Guilford County Workforce Development Board	Logistics/Distribution	Incumbent Workers
<i>Grant Award Amount</i>	<i>Leveraged Funds</i>	<i>Total</i>	
\$12,680	\$2,200	\$14,880	

Summary and Selected Deliverables

Tiger Controls, Inc. to engage in job profiling, assessment and remediation training

Outcomes expected from the implementation of this grant are 8 jobs profiled, with employees assessed against the job profiles and receiving remediation following assessment. Other deliverables include tracking the impact of the project on the company's overtime and profitability, as well as adjustments to the company compensation plan.

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Entrepreneurial Job Training

Grantee	Partners	Industry Cluster	Project Target
NanoTechLabs, Inc.	Piedmont Triad Entrepreneurial Network (PTEN)	Advanced Manufacturing	New employees
Grant Award Amount	Leveraged Funds	Total	
\$10,000	N/A	\$10,000	

Summary and Selected Deliverables

NanoTechLabs, Inc. will provide training for two new employees in Production/AS9100

- Completion of AS9100 training by Production/AS9100 new hires
- Receipt of Certification by employees
- Salary increase as projected following training

For more information, please contact the Piedmont Triad Partnership offices:

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