



Memorandum of Understanding
Textile Workforce Development Initiative
Gaston College, Catawba Valley Community College, NC State University, UNITEC

This collaboration agreement is between the Wilson College of Textiles at North Carolina State University (hereinafter "NC State"), Gaston College (hereinafter "Gaston"), Catawba Valley Community College (hereinafter "CVCC"), and the Universidad Tecnológica Centroamericana (hereinafter "UNITEC"), beginning 22 August 2022 ("Effective Date"). This MOU consists of agreements to collaborate in the following areas:

1. Professional training courses in textiles to be jointly marketed and delivered online and in Honduras
2. Certificate programs for academic credit
3. Associate degree programs in textile-related areas of study
4. Bachelor's degree programs in textile-related areas of study
5. Graduate programs in textile-related areas of study
6. Establishing funding for scholarships, fellowships and internships
7. Future collaborations outside of textile programs

The partners, Gaston, CVCC, NC State, and UNITEC, recognize the importance of education as a pathway to economic opportunity for the citizens of Honduras and the need for a skilled, capable, resilient workforce to support a rapidly growing textile industry in the region of the Northern Triangle of Central America. Current growth projections indicate a need for more than 10,000 new skilled workers in the textile industry over the next 5 years in Honduras alone. In order to meet these needs, educational programming is needed at all levels. Gaston, CVCC, and NC State have existing programs in various aspects of textiles and at all levels of education, from certificate and badges-based training to academic credit and advanced degrees, while UNITEC is the leading university for engineering and technical education in Honduras. Together, these partners have the capability to deliver the training and education necessary.

I. Collaborative Activities

The parties indicate their agreement to mutually collaborate on the following activities, the results of which are expected to be of mutual benefit to the parties:

1. Professional training courses for delivery in Honduras
 - a. NC State's Zeis Textiles Extension, Gaston, and CVCC will provide collaborative workshops, seminars, and short- to long-term workforce training programs based on non-credit courses for Honduras citizens.
 - b. Courses may be offered in various formats, including: online, asynchronous or live web, in person at UNITEC, or in person at various corporate partner locations
 - c. Course completion will be recognized through non-credit certificates with digital tracking through Credly
 - d. CVCC, Gaston, NC State, and UNITEC will identify corporate partner sites to offer hands-on training using established equipment
 - e. UNITEC, with input from CVCC, Gaston, and NC State, will establish a training center with the necessary equipment to offer hands on training on its campus, as funding becomes available
 - f. As the training program develops, CVCC, Gaston, NC State, and UNITEC will collaborate to create 'train the trainer' programs
 - g. As the training program develops, CVCC, Gaston, NC State, and UNITEC will continue to collaborate to establish new offerings based on the demand of the industry
2. Certificate programs for academic credit
 - a. CVCC, Gaston, NC State, and UNITEC will collaborate to offer existing for-credit certificate programs to Honduran citizens
 - b. Courses may be offered in various formats, including: online, asynchronous or live web, in person at UNITEC, or in person at various corporate partner locations
 - c. Credit, based on the course and contact hours, will be transferable toward an associate's degree through Gaston College.
 - d. All agreements pertaining to academic for-credit courses and programs are subject to review through each institutional partner's academic review process and approval by the academic official for each institution.
3. Associate degree programs in textile-related areas of study
 - a. CVCC, Gaston, NC State, and UNITEC will collaborate to establish a pipeline of students in Honduras to pursue associate degrees in textile-related areas of study. An existing pathway is enumerated below in 3.d.
 - b. Courses may be offered in various formats, including: online, asynchronous or live web, in person at UNITEC, in person at various corporate partner locations, or in person in North Carolina

- c. CVCC, Gaston and UNITEC will collaborate to establish, and pursue external funding for, an exchange program for Honduran students to attend Gaston and CVCC in person in North Carolina
- d. Gaston currently offers the following 2-year degree program, with an articulation agreement to NC State
 - i. Gaston's 2-year degree program in the field of textile technology, with concentrations in:
 - Textiles Technology – Design (A50500DE)
 - Textiles Technology – General (A50500GE)
 - Textiles Technology – Textile Management (A50500MG)
 - Textiles Technology – Textile Technician (A50500TE)
 - Textiles Technology – Fashion and Design Fundamentals Certificate (C50500D)
 - Textiles Technology Certificate (C50500)
 - ii. Per an articulation agreement signed January 19, 2022, NC State will agree that a graduate of Textile Technology General Track (AAS degree) at Gaston with at least a 2.6 cumulative grade point average based on a 4.0 scale, one semester of English Composition (ENG 111), one semester of Pre Calculus (MAT 171) and one semester of Chemistry (CHM 131/131a or CHM 151) may be admitted to Textile Technology (BS) at NC State, provided that all other admissions conditions are satisfied.

Gaston College				NC State University			
Textile Technology- General Track				Textile Technology- Undesignated			
Associate in Applied Science				Bachelor of Science			
Subject	Number	Course Name	Credits	Subject	Number	Course Name	Credits
TEX	110	Fundamentals of Textiles	3	TT	105	Introduction to Textile Technology	3
TEX	113	Yarn Production Systems	3	*TTM	106	Yarn Formation, Classification and Numbering Systems	1
TEX	119	The Textile Industry	3	FTM	217	The Textile Industry	3
TEX	210	Fiber Science	5	TMS	211	Introduction to Fiber Science	3
TEX	212	Yarn Forming Systems	5	TT	327	Yarn Production and Properties	4
TEX	213	Fabric Forming and Weaving	3	TT	351	Woven Products and Processes	3
TEX	214	Knitting Processes	3	TT	341	Knitted Fabric Technology	3
TEX	215	Dyeing and Finishing	3	PCC	302	Technology of Textile Wet Processing	4
Total			28	Total			24

*Non-Degree course

- e. As the program matures, CVCC, Gaston, NC State and UNITEC will examine additional programming options, including, but not limited to, dual 2-year degree programs, additional areas of study and concentrations, and additional 2+2 articulation agreements

- f. All agreements pertaining to academic for-credit courses and programs are subject to review through each institutional partner's academic review process and approval by the academic official for each institution.
4. Bachelor's degree programs in textile-related areas of study
 - a. NC State and UNITEC will collaborate to offer 4-year degree programs to Honduran citizens in textile-related areas of study
 - b. NC State currently offers bachelor of science degrees in
 - i. Textile technology
 - ii. Textile engineering
 - iii. Polymer and color chemistry
 - iv. Fashion and textile design
 - v. Fashion and textile management
 - c. Courses may be offered in various formats, including: online, asynchronous or live web, in person at UNITEC, in person at NC State in Raleigh, North Carolina, or in person at various corporate partner locations
 - d. NC State and UNITEC will collaborate to establish, and pursue external funding for, an exchange program for Honduran students to attend NC State in Raleigh, North Carolina
 - e. As the program matures NC State and UNITEC will examine additional programming options, including, but not limited to, dual 4-year degree programs, additional areas of study and concentrations, and faculty exchange opportunities
 - f. All agreements pertaining to academic for-credit courses and programs are subject to review through each institutional partner's academic review process and approval by the academic official for each institution.
 5. Graduate programs in textile-related areas of study
 - a. NC State and UNITEC will collaborate to offer advanced degree programs to Honduran citizens in textile-related areas of study
 - b. NC State currently offers advanced degrees in the following areas of study
 - i. Master of Textiles
 - ii. Master of Science in
 1. Textiles
 2. Textile Chemistry
 3. Textile Engineering
 - iii. Ph.D.
 1. Fiber and Polymer Science
 2. Textile Technology Management
 - c. Areas of collaboration include, but are not limited to, pursuing funding opportunities to support Honduran citizens' tuition, fees and living expenses while attending NC State, offering distance education courses to reduce required time to physically locate at NC State, assisting UNITEC in increasing the number of UNITEC faculty with a Ph.D. as part of a Building Future Faculty program, and developing new 3+x programs for Honduran students at NC State

- d. All agreements pertaining to academic for-credit courses and programs are subject to review through each institutional partner's academic review process and approval by the academic official for each institution.
- 6. Establishing funding for scholarships, fellowships, and internships
 - a. All parties will collaborate on raising private and government funds for scholarship, fellowships and internships, including, but not limited to:
 - i. Fulbright Fellowships
 - ii. Named company scholarships and fellowships
 - iii. Other government funding from US and Honduras agencies
- 7. Future collaborations outside of textile programs
 - a. Each institution brings a multitude of expertise in many areas that may be of mutual interest beyond the textile programs enumerated above. Additional collaboration opportunities may be sought between some or all of the partners as interest and industry / student demand dictates.

II. General Terms and Conditions

1. *Term, Termination, and Amendment.* This MOU will remain in effect for five (5) years from the Effective Date, and is renewable thereafter for five-year terms subject to mutual consent in writing. Any party may terminate this MOU by giving at least six (6) months notice in writing to the other parties. However, termination will not affect separate written agreements between the parties (whether or not attached as addenda to this MOU) which will be governed in accordance with their terms. No amendment to the terms of this MOU will be effective unless made in writing and signed by each party's authorized signatory.
2. *Non-Exhaustive.* This MOU sets out the basic terms of the proposed collaboration and is not intended to be exhaustive. The Institutions understand and agree that this MOU does not address all matters upon which agreement must be reached in order for the contemplated transactions to be consummated.
3. *Authorized Signatures.* Each of the undersigned signatories represents that they are duly authorized to execute this MOU on behalf of the Party of which they are signing.
4. *Funding.* In signing this MOU, the partners are not committing financial resources to any of the outlined programming. All financial agreements pertaining to the collaborative activities will be executed in a separate agreement.
5. *Of the non-employment relationship:* All Parties acknowledge and state that this MOU does not configure an employment relationship. The Parties do not acquire any employment relationship with the other, nor with the personnel hired by them. The parties are exempted with respect to the other, their employees, and from any labor liability in all its extremes and from all social charges, such as salaries, vacations, bonuses, advance notice, severance pay, and others, such as insurance and professional risk policies. required by law to it, to its employees or collaborators. The Parties will not have any responsibility towards the people who provide services to the other and who carry out, under the direction and supervision of the latter, the functions that the latter requires. No person employed by the Parties shall be considered as

personal, agent, worker or dependent of the other. Likewise, UNITEC undertakes to remind its students, who will participate in the activities contemplated in this MOU, that everything agreed upon here is only for academic purposes, and therefore, practice should not be interpreted as a labor promise, or considered as an employment relationship.

6. *Compliance with Applicable Laws.* The Institutions shall comply with all applicable laws, ordinances, codes, rules, and regulations in their performance of this MOU.
7. *Publicity.* All partners agree to provide any marketing materials, publications, multimedia material and interviews pertaining to the collaborative activities for review and approval by all other parties and agree to not use the other parties' logos or other copyright or trademark property except as agreed upon and with prior approval from the parties.
8. *Conflict resolution.* Any controversy or conflict between the Parties directly or indirectly related to this MOU, including its nature, interpretation, compliance, execution or termination thereof, the Parties undertake to resolve it in the shortest possible time and in friendly terms, prevailing above all the spirit for the welfare of the beneficiaries.

IN WITNESS WHEREOF, the undersigned have caused this MOU to be executed on the dates set forth below:

X _____
Warwick Arden
Executive Vice Chancellor and
Provost
NC State University

X _____
Marlon Brevé Reyes
Rector
Universidad Tecnológica
Centroamericana

X _____
Garrett Hinshaw
President
Catawba Valley Community
College

X _____
David Hinks
Dean
Wilson College of Textiles
North Carolina State University

X _____
John Hauser
President
Gaston College