

NORTHEAST.EDU

2024

ANNUAL REPORT



Northeast Community College is dedicated to the success of students and the region it serves.

Northeast Community College does not discriminate on the basis of race, color, gender, religion, national or ethnic origin, military veteran status, political affiliation, marital or family status, age, disability, sexual orientation, gender expression or identity in education programs, admissions policies, employment policies, financial aid or other College administered programs and activities. It is the intent of Northeast Community College to comply with both the letter and the spirit of the law in making certain discrimination does not exist in its policies, regulations and operations. Inquiries may be addressed to the Northeast Compliance Officer for Title IX, ADA, Section 504; Associate Vice President of Human Resources, 801 East Benjamin Avenue, P.O. Box 469, Norfolk, NE 68702-0469; phone: 402-844-7046; email: complianceofficer@northeast.edu; or mail: Office for Civil Rights, U.S. Department of Education, One Peticcoat Lane, 1010 Walnut Street, 3rd Floor, Suite 320, Kansas City, MO 64106.

ACCREDITATION

Northeast Community College is accredited by the Higher Learning Commission (hlcommission.org), an institutional accreditation agency recognized by the U.S. Department of Education. Northeast can award two-year Associate of Arts, Associate of Science, Associate of Applied Science, and Associate in Nursing degrees; one-year diplomas; and certificates. The Higher Learning Commission is located at 230 North LaSalle Street, Suite 7-500, Chicago, IL, 60604. The office can be contacted by calling (800) 621-7440 or (312) 263-0456. The College is also approved by the Nebraska State Department of Education.

SERVICE AREA

Northeast Community College's service area consists of 20 counties in northeast and north central Nebraska with a total population of approximately 160,000. The district is nearly 200 miles in length and covers approximately 14,400 square miles. The main campus is located in Norfolk, Nebraska, which has a population of approximately 25,000. Northeast has Extended Campus locations in O'Neill, South Sioux City, and West Point and Regional Offices in Ainsworth and Hartington.

BOARD OF GOVERNORS

Del Ames, <i>Neligh</i>	Julie Robinson, <i>Norfolk</i>
Steve Anderson, <i>Concord</i>	Jeff Scherer, <i>Beemer</i>
Diane Davies, <i>Pilger</i>	Nicole Sedlacek, <i>O'Neill</i>
Donovan Ellis, <i>Pierce</i>	Carol Sibbel, <i>O'Neill</i>
Dr. Terry Nelson, <i>West Point</i>	Pat Wojcik, <i>South Sioux City</i>
Dirk Petersen, <i>Norfolk</i>	

Northeast Community College is a member of the National Association of Colleges and Employers (NACE) and complies with the "Professional Standards for College and University Career Services" adopted by the Association.

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PAGES

INSTITUTIONAL REPORT

4-23

Includes institutional highlights, information about programming and services, and enVISION Strategic Plan updates.

GRADUATE REPORT

24-35

Includes first destination survey results, graduate statistics, continuing education institutions, and employers.



Greetings,

Northeast Community College is a student-centered, open-access institution with instructional and service priorities that target individuals who have been underserved in other educational settings. This includes applied technology and occupational education; transfer education; foundational education (English Language Learning, high school equivalency, developmental education); public service, continuing education, and personal development training; community and economic development, workforce training; and work-based learning and applied research. Northeast believes strongly in our legislative purpose and role in the state of Nebraska.

At the forefront of our work, focus remains on improving the college-going mindset in our region, and engaging the underemployed to increase the economic mobility of those we serve. This cannot be accomplished without the passion of our employees as they strive to advance this mission-driven work.

2023-24 marked another year in the history of this college where unprecedented achievements were made. From rolling out a new brand, to implementing cutting edge advancements in the classroom and in the field, we continue to learn and grow in order to realize our vision and empower every person in our region to achieve their academic and workforce development goals.

Join me in celebrating what our students, employees, Board, and region have accomplished in 2023-24 through this comprehensive annual report.

Sincerely,

A handwritten signature in black ink that reads "Leah A. Barrett". The signature is fluid and cursive, written in a professional style.

Leah A. Barrett, Ed.D.
President, Northeast Community College

TOTAL ECONOMIC IMPACT

\$226.8 MILLION | **3,200** JOBS SUPPORTED



1 out of every 34 jobs in the Northeast service area are supported by the activities of Northeast and its students.

13,648

students served in 2023-2024
(credit and non-credit)

115+

Programs of Study

88%

of first-time, full-time degree
seekers received financial aid

8%

higher than the national
average for full-time, degree
seeking retention rate

91%

of Northeast graduates are
employed in Nebraska

59%

of Northeast graduates stayed
in the service region

Career and Transfer Pathways at Northeast Community College

Northeast is dedicated to helping students succeed by providing clear pathways that match their goals—whether that’s entering the workforce through a career pathway or continuing their education with a transfer pathway. These pathways guide students

in choosing the right options for their future, keep them on track, and offer flexibility to change directions as needed. Designed to be efficient and cost-effective, they create straightforward routes to both career opportunities and further education.

(CAREER PATHWAYS) ASSOCIATE OF APPLIED SCIENCE DEGREES

AGRICULTURE, FOOD & NATURAL RESOURCES

Agribusiness
Agriculture: Mechanized
Agriculture
Agriculture: Urban Agriculture
Agronomy
Animal Science
Diversified Agriculture
Horticulture/Golf Course
Management
Precision Agriculture
Veterinary Technology

ARTS & COMMUNICATION

Graphic Design
Media Arts

BUSINESS, MARKETING, & MANAGEMENT

Accounting
Business
HEALTH SCIENCES
Health Information Management
Systems
Nursing (ADN)

Paramedic
Physical Therapist Assistant

HUMAN SERVICES & EDUCATION

Early Childhood Education

SCIENCE, TECHNOLOGY, ENGINEERING, & MATHEMATICS & PRE-PROFESSIONAL HEALTH

Cisco Networking Academy & Information Security

Cisco Networking Academy & System Administration

Cisco Networking Academy & Technical Services Support

Information Security & System Administration
Information Security & Technical Services Support

System Administration & Technical Services Support

Web & Visual Application Development & Cisco

Networking Academy

Web & Visual Application Development & Information Security

Web & Visual Application Development & Technical Services Support

SKILLED & TECHNICAL TRADES

Auto Body Repair Technology
Automotive Technology
Building Construction
Diesel Technology: Agriculture
Diesel Technology: Truck
Drafting: Architectural
Drafting: Mechanical
Drafting: Structural
Electrical Construction & Control
Electromechanical Technology
Heating, Ventilation, & Air Conditioning
Utility Line
Wind Energy Technology

DIPLOMAS, CERTIFICATES, AND COURSES

AGRICULTURE, FOOD & NATURAL RESOURCES

Dairy Technician
Horticulture

ARTS & COMMUNICATION

Media Production

BUSINESS, MARKETING, & MANAGEMENT

Accounting
Administrative Professional
Business
Business Entrepreneurship
Computer Application Specialist

HEALTH SCIENCES

Community Healthcare Worker
Health Information Management Systems

Medical Billing
Nursing Practical

Paramedic
Personal Training

HUMAN SERVICES & EDUCATION

Drug & Alcohol Counseling
Early Childhood Education

SCIENCE, TECHNOLOGY, ENGINEERING, & MATHEMATICS & PRE-PROFESSIONAL HEALTH

Cisco Networking Academy
Information Security

Information Technology
System Administration

Technical Services Support
Web & Visual Application

Development

SKILLED & TECHNICAL TRADES

Automotive Light Service Technician
Automotive Technology

Drafting

Drafting: Mechanical

Machining & Manufacturing
Automation

Plumbing Technology

Welding

Wind Energy Technology

For students pursuing a bachelor's degree, Northeast offers a quality education that transfers. The academic experience and knowledge students receive at Northeast will give them a solid educational foundation that in most cases also saves them time and money.



“Northeast has helped me grow as a person throughout my in-person classes. There are small classes which gives me an opportunity to be engaged in class and with others.”

— Maeson, Class of 2024

(TRANSFER PATHWAYS) ASSOCIATE OF ARTS / ASSOCIATE OF SCIENCE DEGREES

AGRICULTURE, FOOD & NATURAL RESOURCES

Agriculture Transfer
Natural Resources
Pre-Professional Veterinary
Pre-Veterinary Technology

ARTS & COMMUNICATION

Art
Communication
Graphic Design
Theatre
Writing & Literature

BUSINESS, MARKETING, & MANAGEMENT

Accounting

Business Administration

HEALTH SCIENCES

Athletic Training
Exercise Science
Nursing Pre-Professional
Nursing UNMC Transfer
Personal Training
Physical Therapy Pre-Professional
Public Health
Recreation

HUMAN SERVICES & EDUCATION

Criminal Justice Corrections
Criminal Justice Law Enforcement
Early Childhood Education
Elementary Education

Global Studies

History
Human Services
Paraprofessional Education
Physical Education Teacher Education
Psychology
Secondary Education
Skilled & Technical Sciences Education
Social Science
Social Work

SCIENCE, TECHNOLOGY, ENGINEERING, & MATHEMATICS & PRE-PROFESSIONAL HEALTH

Biology
Chemistry
Computer Info Systems
Computer Science
Engineering Pre-Professional
Mathematics
Physics
Pre-Professional Health
SKILLED & TECHNICAL TRADES
General Studies

One of America's Best Community Colleges

Northeast is ranked as a top community college in the country because of its commitment to students. Students benefit from cutting-edge technology, abundant hands-on learning experiences, and beautiful facilities on welcoming campuses.



Nationally Ranked

Nationally ranked as one of America's top community colleges. (Designated by the prestigious Aspen Institute)

Nationally Designated

Northeast is a National Center of Academic Excellence in Cyber Defense. (Designated by the Department of Homeland Security and the National Security Agency)

One Of Three Nationally

One of only three two-year utility line programs in the nation.

Multiple National Medals

Northeast earned medals in three categories at the 2024 Skills USA National Leadership and Skills Conference.

Second Place Nationally

Northeast placed second overall at the North American Colleges and Teachers of Agriculture (NACTA) Judging Conference.

Four, National Top Tens

Students earned four of the top ten awards at the National Future Business Leaders of American Conference.



The people here are one of a kind, and in my mind being surrounded by great people helps make you a great person.”

— Ayden, Class of 2024



Top Four National Finish

The Northeast Hawks men’s soccer team reached the national semifinals after being ranked #1 for most of the year.

Four National Tournaments

The Northeast Hawks women’s soccer team made the national tournament for the fourth straight year.

Two National Tournaments

The Northeast Hawks golf team qualified for the tournament for the second consecutive year.

National Faculty Award

Northeast instructor, Mike Roeber, was awarded the NACTA Judging and Student Service Award in 2024.

National Staff Award

Larry Oetken received the Quad States Instructors’ National Honor for Safety in 2024.

Empowering Academic and Workforce Success

EARLY COLLEGE

Free dual enrollment courses were taken in:

85

communities

98

high schools

+16%

enrollment growth
over the prior year

During 2023-2024

WORKFORCE DEVELOPMENT

CUSTOMIZED TRAINING AND LEADERSHIP DEVELOPMENT

Northeast Community College realizes in today's competitive labor market, organizations must maximize opportunities. The Workforce Development department partners with area businesses to customize training to expand the capacity of their staff. In 2023-2024, 785 employees in Northeast Nebraska and the surrounding area were upskilled through customized training. Leadership development continues to be one of the most requested areas for training which focuses on building strong leaders who can lead engaged teams. These programs often utilize behavioral assessments to gain insight into natural behavioral preferences. The most requested topics include communication, conflict management, accountability, strategic planning, and teambuilding.

IHUB

IHub is part of a collaborative effort to position Nebraska as a national leader in automation and robotic technologies. iHub will offer a facility geared to empower learners as young as 4th grade through adulthood to explore diverse career pathways, engage in hands-on STEAM education, and gain industry-recognized credentials. It will also house a mobile training in robotics, industrial automation, and electromechanical programs to meet the workforce demands of local manufacturers and the agriculture sector.



Rendering of the new iHub facility, expected to be completed in Spring 2026.

APPRENTICESHIP

There are currently 10 apprenticeship programs ranging from accounting to information technology, diesel technology, chemical application, welding, and more. The financial return for employers averages around \$1.40 for every dollar spent.

PLC/MAINTENANCE TECHNICIAN TRAINING

This upskilling prepares current technicians to improve troubleshooting skills, unnecessary parts replacement, and a reduction in production down-time in the 13,000 manufacturing jobs and 7,700 food production jobs within the Northeast Community College service area.

“ Apprenticeship opened recruiting employees to a whole new world of people.”

— Bob Shald
Mitchell Equipment

Value that is second to none

When it comes to education, we believe students shouldn't have to compromise quality for convenience or cost. We strive to provide affordable, quality education that is accessible to all.



\$3,840

Northeast

\$7,568

State College

\$10,972

University

\$38,454

Private

2024-25 Tuition: Resident and Border State Residents \$108.00/credit hour
Non-resident Students \$151.00/credit hour | Fees: \$20.00/credit hour

	Nebraska Resident	Border State Resident	Non-Resident
Tuition & Fees	\$3,840.00	\$3,840.00	\$5,130.00
Books & Supplies (estimate)	\$1,144.00	\$1,144.00	\$1,144.00
Room & Board*	\$9,897.00	\$9,897.00	\$9,897.00
TOTAL	\$14,881.00	\$14,881.00	\$16,171.00

Estimated cost of education at Northeast Community College for one year (based on 30 credit hours per year). For more information, contact the Admissions and Registration Department: (800) 348-9033, Ext 7260 or (402) 844-7260. *Average rate of residence halls with unlimited meal plan.

During the 2023-2024 academic year, over \$15 million of financial aid was awarded to Northeast students.

37.11%

of degree-seeking students
received Pell Grants

76.9%

of degree-seeking
Northeast students
received financial aid

87.96%

first-time, full-time Northeast
students who applied for
financial aid received assistance

Total Financial Aid 2023-2024:	\$15,428,325
Federal:	\$9,488,664
State:	\$1,245,772
Institutional Scholarships:	\$1,181,206
Private Alternative Loans:	\$132,712
Private Scholarships:	\$2,386,477
Northeast Community College Foundation Scholarships:	\$749,370
Agency Assistance and Reserves/Veterans Benefits:	\$244,124



I am a non-traditional student, a mom of two, and I work full-time. I'm the first of my siblings to have a college degree and for my immediate family, it means a larger payscale."

— Rachel, Class of 2024

Impacting our region's economy

Northeast not only contributes to the workforce through our skilled graduates and training programs, our regional economic impact is substantial to the northeast region of Nebraska. In a study conducted by EMSI | burning glass in 2022, it was found that Northeast's added value is equal to 2.3% of the region's total gross regional product (GRP). The study also showed that the activities of Northeast and its students support one out of every 34 jobs in the Northeast service area.

OPERATIONS SPENDING IMPACT

Northeast employed 543 full-time and part-time faculty and staff. Payroll amounted to \$39 million, much of which was spent in the region for groceries, mortgage and rent

payments, dining out, and other household expenses. The college spent another \$18.3 million on day-to-day expenses related to facilities, supplies, and professional services. The net impact of the college's operations spending added \$41.7 million in income to the regional economy in FY 2020-21.

STUDENT SPENDING IMPACT

Around 35% of credit students attending Northeast originated from outside the region. Some of these students relocated to the Northeast service area. In addition, some in-region students, referred to as retained students, would have left the Northeast service area for other educational opportunities if not for Northeast. These relocated and retained students spent money on groceries, mortgage

and rent payments, and other living expenses at regional businesses. The expenditures of relocated and retained students in FY 2020-21 added \$3.4 million in income to the Northeast service area economy.

ALUMNI IMPACT

Over the years, students have studied at Northeast and entered or re-entered the workforce with newly acquired knowledge and skills. Today, thousands of these former students are employed in the Northeast service area. The net impact of Northeast's former students currently employed in the regional workforce amounted to \$181.7 million in added income in FY 2020-21.



Source: Forbes' S&P 500, 1992-2021 FDIC.gov, 2022.





I chose my major because it will allow me to get a well-paying job. It has prepared me for my first job by giving me the tools and understanding I need to succeed.”

— Juan, Class of 2024

Northeast Community College creates a significant positive impact on the business community and generates a return on investment to its major stakeholder groups—students, taxpayers, and society. Using a two-pronged approach that involves an economic impact analysis and an investment analysis, this study calculates the benefits received by each of these groups. Results of the analysis reflect fiscal year (FY) 2020-21. This analysis was developed by EMSI | burning glass in 2022.

INVESTMENT ANALYSIS STUDENT PERSPECTIVE

Northeast’s FY 2020-21 students paid a present value of \$8.4 million to cover the cost of tuition, fees, supplies, and interest on student loans. They also forwent \$27.2 million in money that they would have earned had they been working instead of attending college. In return for their investment, students will receive a cumulative present value \$215.2 million in increased earnings over their working lives. This translates to a return of \$6.00 in higher future earnings for every dollar students invest in their education. Students’ average annual rate of return is 27.9%.

TAXPAYER PERSPECTIVE

Taxpayers provided Northeast Community College with \$47 million of funding in FY 2020-21. In return, they will benefit from added tax revenue, stemming from students’ higher lifetime earnings and increased business output, amounting to \$50.4 million. A reduced demand for government-funded services in Nebraska will add another \$4.1 million in benefits to taxpayers. The average annual rate of return for taxpayers is 0.6%.

SOCIAL PERSPECTIVE

In FY 2020-21, Nebraska invested \$88.4 million to support Northeast. In turn, the Nebraska economy will grow by \$604.9 million, over the course of students’ working lives. Society will also benefit from \$11.8 million of public and private sector savings. For every dollar invested in Northeast in FY 2020-21, people in Nebraska will receive \$7.00 in return, for as long as Northeast’s FY 2020-21 students remain active in the state workforce.

enVISION Strategic Plan

In May 2021, the enVISION Strategic Plan was revealed highlighting the onset of a journey toward guided pathways transformation.

This plan builds upon the foundation set by the previous plan, reinforces the college mission, defines its vision, articulates its values, establishes priorities, and provides systems for every depart-

ment to identify clear goals and objectives. The strategic priorities are rooted in past accomplishments and desired future direction to become a more student-ready institution.



A comprehensive list of all accomplishments in 2023-2024 can be found at
[NORTHEAST.EDU/ABOUT-US/STRATEGIC-PLAN](https://www.northeast.edu/about-us/strategic-plan)

Measurements were identified for the enVISION Strategic Plan to align with the four strategic priorities and to serve as benchmarks for the institution.

STUDENT PATHWAYS TO SUCCESS

Indicator or Metric	2018-21 Averages	2021-22 Value	2022-23 Value	2023-24 Value	Target
PARTICIPATION RATE IN THE SERVICE AREA					
Credit Participation rate	3.6%	3.8%	3.8%	3.9%	3.9%
Noncredit Participation rate	3.9%	4.7%	5.0%	4.9%	5.1%
CREDIT MOMENTUM					
Completed 12+ college-level credits 1st semester	52.5%	50.6%	52.3%	53.5%	54.1%
Completed 24+ college-level credits 1st semester	50.4%	48.6%	52.4%	51.9%	51.9%
College-level credit success rate in first	80.6%	79.4%	80.0%	80.7%	83.0%
PERSISTENCE MOMENTUM					
Fall-to-spring persistence in the first year	84.6%	81.5%	84.6%	83.6%	87.15%
RETENTION RATE					
Fall-to-fall retention (full-time)	68%	71%	73%	71%	68-73%
Fall-to-fall retention (part-time)	33%	33%	46%	35%	35-40%
DUAL CREDIT MATRICULATION					
Matriculation to Northeast	28.4%	29.1%	28.4%	27.3%	33.3%
Matriculation to any college	87.8%	85.2%	85.0%	82.4%	92.0%
FOUNDATION DONOR-FUNDED SCHOLARSHIPS					
Average award	\$836	\$974	\$977	\$1,251	\$1,000
Total amount awarded	\$400,000	\$525,023	\$595,954	\$749,370	\$750,000

EXCELLENCE AND INNOVATION IN EDUCATIONAL PROGRAMS

Indicator or Metric	2018-21 Averages	2021-22 Value	2022-23 Value	2023-24 Value	Target
GATEWAY COURSE MOMENTUM					
Completed college-level English & Math in the 1st year	20.2%	15.3%	18.4%	17.4%	21.0%
LICENSURE AND CERTIFICATION					
Pass Rate	94.0%	91.1%	91.6%	94.3%	90-95%
PLACEMENT RATES AND SATISFACTION					
Graduates employed or continuing education	98%	99.5%	99%	99%	99%
Graduates employed in service area	58%	58%	52%	54%	58-63%
Employed in jobs related to program	88%	88%	90%	89%	92%
Employer Satisfaction with Graduates	89.1%	90.6%	91.9%	92.5%	90-95%
ANNUAL FEDERAL GRANTS					
Expended Funds	\$1,381,229	\$1,400,370	\$1,973,310	\$9,165,817*	\$1,709,310

*75% of this total is from ARPA funds in 2023-24.

Definitions for each measurement can be found at

[NORTHEAST.EDU/ABOUT-US/STRATEGIC-PLAN/STRATEGIC-MEASUREMENTS](https://www.northeast.edu/about-us/strategic-plan/strategic-measurements)

REWARDING AND INSPIRATIONAL PLACE TO WORK

Indicator or Metric	2018-21 Averages	2021-22 Value	2022-23 Value	2023-24 Value	Target
EMPLOYEE SATISFACTION AND RETENTION					
Employee Experience Score	--	--	--	25.3	30
Continued Employment with Northeast Community College	--	--	--	78%	80%
COLLEGE ENGAGEMENT DRIVERS					
Culture/Student Focus	--	--	--	85%	85%
Supervisor Relationships	--	--	--	70%	71%
Employee Empowerment	--	--	--	71%	72%
CONTROLLABLE TURNOVER	6.33%	7.75%	5.97%	5.88%	<8%

EFFECTIVE RESOURCE MANAGEMENT

Indicator or Metric	2018-21 Averages	2021-22 Value	2022-23 Value	2023-24 Value	Target
Foundation Total Assets	\$32,561,306	\$44,909,897	\$46,259,354	\$51,496,753	\$50,000,000
Instructional Expenses as a % of Total Expenditures	44%	41%	42%	46%	44%
Higher Learning Commission Composite Financial Index	8.1	8.99	6.83	7.65	3.0 to 8.0
Business stakeholder satisfaction	--	72%	78%	86%	80%
Information technology business value satisfaction	--	74%	77%	83%	80%

INSTITUTIONAL BENCHMARKS

	2018-21 Averages	2021-22 Value	2022-23 Value	2023-24 Value
Degree-Seeking	2,983	2,905	2,863	2,816
Non-Degree Seeking	3,405	3,731	3,747	4,011
TOTAL HEADCOUNT	6,388	6,636	6,610	6,827
	2018-21 Averages	2021-22 Value	2022-23 Value	2023-24 Value
Noncredit Headcount	6,111	6,439	7,137	6,821
Dual Credit Headcount	1,571	1,852	2,004	2,515
Annual Degrees and Certificates Awarded	970	920	1,021	1,024
Three-Year Graduation Rate	50%	52%	51%	56%
Six-Year Graduation Rate	49%	57%	57%	52%
Three-Year Success Rate (Transfer/Graduation)	64%	67%	66%	67%
Total Financial Aid Awarded	\$15,259,144	\$14,040,211	\$14,968,127	\$15,428,325

THESE ARE OUR STUDENTS

Total Annual Enrollment

Credit	6,827
Noncredit	6,821
Total	13,648
FTE	3,010
2023-2024	

Student Type

Degree-seeking	44%
Early College	36%
Non-degree Seeking	20%
Fall 2023	

Race/Ethnicity

Caucasian/Non-Hispanic	77%
Black, Indigenous and People of Color	16%
Unknown	5%
International Students	2%
Fall 2023	

Enrollment

Full-time	1,960/35%
Part-time	3,635/65%
Total Students	5,595
Fall 2023	

Age Fall 2023

24 and under	77%
25 and over	23%
Average Age	24

Transfer/CTE

Academic Transfer	51%
Career and Technical Education	49%
Fall 2023	

Student Gender

Female	47%
Male	53%
Fall 2023	

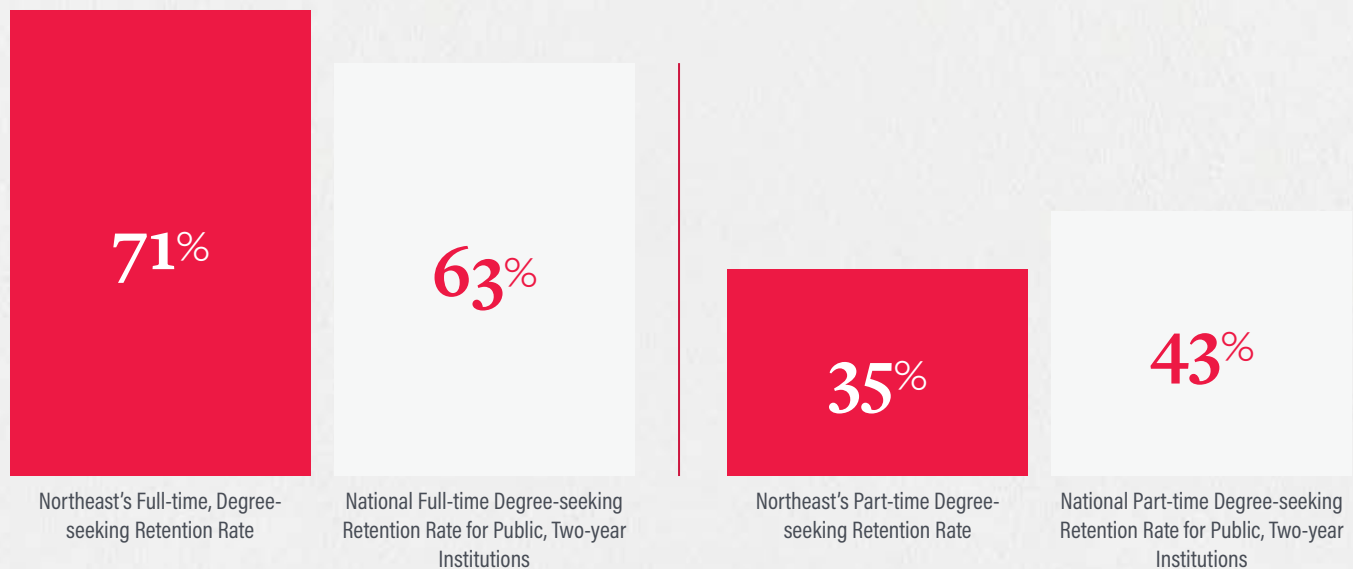
First-generation degree-seeking students, neither parent having acquired a bachelor's degree

44%

Fall 2023

RETENTION RATE

(Fall 2022 cohort, Fall 2023 returning)



Students can choose from hundreds of activities, explore new interests, connect with others, and build community in ways that both support and challenge.

100+

Northeast hosts over 100 student events each year — more than any college in the area.

45+

45+ clubs and organizations allow students to have fun and showcase academic skills.

175+

More than 175 first generation Northeast students were served through the TRIO College Success Program.

12+

Northeast students were involved in more than a dozen music and theatre productions throughout the year.

6

Six students, accompanied by Northeast faculty, traveled to Costa Rica to enrich their educational journey and immerse themselves in the local culture.

100

100 Northeast students were inducted into Phi Theta Kappa, an honor society that recognizes academic success and leadership.

4

Four Northeast students went to Washington, D.C to learn about the USDA, history, and advocate for Northeast.



VOLLEYBALL

Hawks volleyball surpassed the 20-win mark in 2023.

WOMEN'S SOCCER

Had the winningest sophomore class in the history of the Northeast women's soccer program.

MEN'S SOCCER

Ranked 1st in NJCAA rankings, a first for any Northeast Athletics program and made it to the national semifinals.

MEN'S BASKETBALL

Went to quarterfinals in the Region XI Tournament.

WOMEN'S BASKETBALL

Had the leading scorer in the ICCAC and reached the Region XI Tournament semifinals.

MEN'S GOLF

The men's golf team finished fifth place at the North Central District Championship.

BASEBALL

Matched last year's school record for the most wins in a season with 39.

SOFTBALL

8 players named to the ICCAC Academic All-Region Teams.

COACHES OF THE YEAR

Men's Soccer Coach, Adam Potter, and Women's Soccer Coach, Chad Miller, were both awarded Region 11 Coach of the Year honors.

In the News

50TH ANNIVERSARY

Northeast Community College celebrated 50 years of service to the region, marking the 1973 merger of Northeast Nebraska Technical College and Northeastern Nebraska College.

66 STUDENT-ATHLETES RECOGNIZED FOR ACADEMICS

Sixty-six Northeast student-athletes were named to various National Junior College Athletic Association All-Academic teams for their work in the classroom this year.

AGREEMENT WITH USDA TO STRENGTHEN RURAL WORKFORCE

Northeast is partnering with USDA Rural Development through the Community College Alliance for Agriculture Advancement (C2A3) to support rural workforce development. A memorandum of understanding (MOU) was signed to provide Midwest students with resources and skills to advance careers in agriculture and rural economic development.

FIRST WORKFORCE PIPELINE SUMMIT

Northeast co-sponsored the first ELEVATE Summit, featuring speakers on building a skilled workforce through work-based learning, including apprenticeships, high school training, and tapping into diverse talent pools.

IHUB GROUNDBREAKING

The groundbreaking for the iHub facility in downtown Norfolk took place. iHub will partner with employers on fabrication and workforce training, while offering space for community collaboration and youth education.

MACLAY CONSTRUCTION

The Maclay Building is being replaced with a modern facility that meets technological and ADA requirements. It will house academic programs from Accounting to Health Information Management, along with Adult Education and Academic Outreach.

NATIONAL SKILLSUSA CHAMPIONSHIP

Northeast's Teamworks SkillsUSA team won the gold medal at the national competition. The team consists of four members, two from building construction, one from electrical construction and control and one from plumbing. This is the second year that Northeast has taken the gold.



NEW LOGOS UNVEILED

Northeast unveiled new institutional and athletics logos, reflecting its status as one of the nation's top community colleges and its commitment to growth and progress and helping students and the region move onward and upward.

PARAMEDIC STUDENT HONORED FOR SAVING LIFE

Northeast paramedic student, Eric Kloster, was honored with the State of Nebraska's CODE Save Award. During his internship, Kloster used his training from Northeast to help save a patient who had been down for seven minutes before CPR began. The patient's heart was defibrillated 48 times over an extended period. Some 48 hours later, the patient walked out of the hospital on his own accord and was able to go home and continue his life.

RECORD NUMBER OF EMPLOYERS SEEK NORTHEAST STUDENTS AT CAREER FAIR

More than 100 employers with jobs that are located locally, regionally, and nationally attended the Spring Career Fair at Northeast. The employers represented Agriculture, Skilled Trades, Criminal Justice, Manufacturing, and more. The Spring Career Fair is one of several recruiting events that Northeast hosts for students and graduates.

SOUTH SIOUX CITY EXPANSION

Federal funds were used to expand the South Sioux City campus to help address local workforce needs, adding a CDL training facility, a truck driving range, and expanding the Industrial Training building to increase capacity of the welding program.

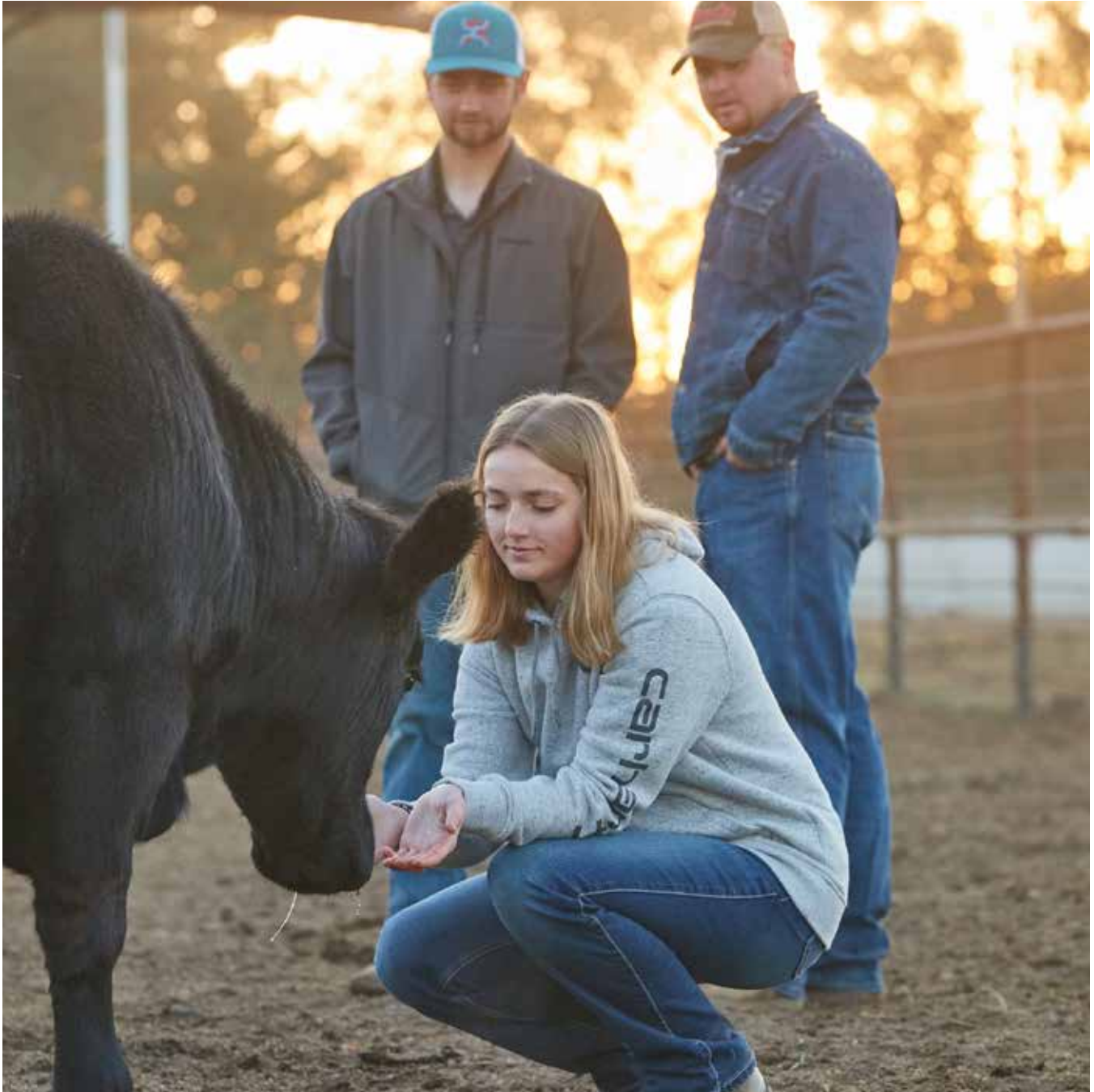
TECHNOLOGY AWARD AND MORE THAN \$1 MILLION IN SAVINGS EXPECTED

Northeast received the Ellucian Impact Award for using innovative technology to improve student outcomes. Due to cloud migration and software integration, the college expects to save \$1.18 million over the next five years.



I grew to love my program and met my lifelong best friends at Northeast. Dr. Cooper does an **AMAZING** job with the vet tech program and all of the Vet Tech instructors helped me better my skills.”

— Brandi, Class of 2024



CAREER SERVICES



Transitioning From Northeast To The Workforce

Success for students in life beyond Northeast is a priority of the College. The Career Services office plays a pivotal role in bridging the transition between academic pursuits and real-world employment, providing students with invaluable resources and guidance as they navigate their career paths.

The Career Services professionals not only assist students in techniques to gain employment, the office facilitates connections between students and local industries, fostering internship opportunities and networking events. The following services are provided by Career Services for students and alumni of Northeast:

- Provide one-on-one advisement and personal attention to students/alumni as they conduct their job search.
- Locate websites with vacancy notices to specifically meet the needs of students' job search.
- Local, regional, and international jobs posted on Handshake.
- Assist with writing and completing resumes, cover letters, and applications.
- Conduct mock interviews or schedule employers to conduct mock interviews.
- Inform students and alumni of steps in conducting a job search and follow-up techniques.
- Host career fairs to connect students with employers.
- Provide assessments to explore career interests.
- Connect students with employers to conduct job shadows.
- Present workshops on resume/cover letter preparation, job search strategies, interviewing, and dining etiquette.
- Resources related to job search are available online at northeast.edu/career-services.
- Computer room for printing application materials and conducting job search.
- Offer lifetime employment assistance to alumni at no charge.

Graduate Success

Northeast graduate success and the graduates' contributions to the workforce are paramount priorities for Northeast. By providing accessible and affordable education along with programs that align closely with the needs of the local job market, graduates are equipped with skills sought by employers to pursue further

education. Northeast graduates are valuable assets to the region, not only filling crucial roles in various industries but also driving local economic growth and innovation. The 2023-2024 graduating class has achieved an outstanding 99% success rate, a testament to their dedication and hard work in pursuit of their professional goals.

This accomplishment is also a reflection of the exceptional support and teaching provided by our dedicated faculty and staff, who inspire students to learn, explore, and grow. This collaborative effort ensures that our graduates depart with a strong foundation to make a lasting impact in their lives and communities.

99% | of 888 graduates in the 2023-2024 academic year are employed or continuing their education.

NUMBER OF AWARDS DISTRIBUTED TO GRADUATES

352

Associate Of Applied Science Degrees

209

Associate Of Arts Degrees

123

Associate Of Science Degrees

35

Associate Of Nursing Degrees

129

Diplomas

178

Certificates

2024 Northeast's 1st Destination Survey

Through Northeast's 1st Destination Survey, graduates engage with Career Services to share their post-graduate updates. These connections are made through a variety of channels, including personal conversations, classroom visits, phone calls, faculty updates, emails, mailings, texts, and social media, all within the first six months of graduation.

Terri Heggemeyer, Director of Career Services, passionately emphasizes the commitment of Career Services, stating, "We dedicate ourselves to building connections with our graduates because we care about their future. Witnessing our graduates achieve their goals reaffirms that Northeast Community College is unwavering in its mission."

888

Total
Graduates

443

Total Career and
Technical Graduates
Employed

40

Total AA and AS
Degree Graduates
Employed

97%

Collection
Rate

REFERENCE NOTES (PG 27 TABLE)

The graduates in the Not Found and Non-Seeking columns are not included in the percentage calculations.

Wage information has been self-reported by graduates for their first job upon graduation in positions that are related to their program of study.

In some programs, the low number of salaries reported for related positions were statistically insignificant and/or omitted due to confidentiality, so these fields are represented with an asterisk (*).

The National Student Clearinghouse was used to assist in tracking graduates who continued their education.

***AA & AS Degrees - General/Transfer** section includes Academic Transfer, Art, Athletic Training, Behavioral Science, Biology, Chemistry, Communication, Education Elementary, Education Paraprofessionals, Education Secondary, Exercise Science, General Studies, Health, Physical Education and Recreation, Human Services, Mathematics, Personal Training, Physical Education Teacher Education, Pre-Professional Dentistry, Pre-Professional Engineering, Pre-Professional Medicine, Pre-Professional Nursing, Pre-Professional Nursing-UNMC, Pre-Professional Physical Therapy, Pre-Professional Radiologic Technology, Pre-Professional Veterinary, Pre-Veterinary Technology, Psychology, Recreation, Social Science, Social Work, and Theatre.



Northeast gave me a job opportunity that I think no other college could give through the Ag Career Fair. I have my dream job straight out of college. This opportunity changed my perspective for the better.”

— Devon, Class of 2024

PROGRAMS

Includes AAS, AA, AS,
Diplomas, and Certificates

	# of Grads	Employed	Related	Non-Related	Continuing Ed.	Not Found	Non-Seeking	Unemployed	Ave. Hr. Wage	High Wage	Low Wage	Job in NE	Job Out of NE
Accounting	12	6	6	0	5	1	0	0	\$1745	\$18.75	\$16.25	6	0
Administrative Professional	5	3	2	1	1	1	0	0	*	*	*	2	1
Agriculture - Agribusiness	16	13	10	3	2	1	0	0	\$18.57	\$21.00	\$16.50	13	0
Agriculture - Agronomy	8	7	7	0	1	0	0	0	\$20.17	\$21.00	\$19.00	7	0
Agriculture - Animal Science	6	6	6	0	0	0	0	0	\$27.38	\$35.00	\$20.00	5	1
Agriculture - College Transfer	16	2	2	0	13	1	0	0	*	*	*	2	0
Agriculture - Diversified	14	14	13	1	0	0	0	0	\$19.13	\$22.00	\$16.00	13	1
Agriculture - Mechanized	9	9	9	0	0	0	0	0	\$22.84	\$25.00	\$18.00	8	1
Agriculture - Natural Resources	3	1	1	0	2	0	0	0	*	*	*	1	0
Agriculture - Precision	15	14	14	0	1	0	0	0	\$21.00	\$30.00	\$16.00	13	1
Auto Body Repair Technology	6	3	3	0	3	0	0	0	*	*	*	3	0
Automotive Technology	15	14	13	1	0	0	0	1	\$20.42	\$26.00	\$18.00	14	0
Building Construction	26	25	23	2	1	0	0	0	\$22.49	\$31.50	\$13.50	23	2
Business	30	24	21	3	5	1	0	0	\$18.95	\$25.00	\$15.00	23	1
Business Administration	49	14	11	3	30	5	0	0	\$19.82	\$32.69	\$12.50	13	1
Community Healthcare Worker	1	0	0	0	1	0	0	0	*	*	*	0	0
Criminal Justice	21	8	4	4	11	1	1	0	\$20.98	\$23.00	\$19.23	7	1
Diesel Technology	23	22	22	0	1	0	0	0	\$23.40	\$28.00	\$20.00	22	0
Drafting	24	12	12	0	10	0	2	0	\$21.77	\$28.00	\$18.83	10	2
Drug and Alcohol Counseling	18	13	12	1	3	1	1	0	\$24.87	\$29.00	\$21.63	13	0
Early Childhood	30	17	13	4	13	0	0	0	\$16.33	\$22.00	\$12.50	16	1
Electrical Construction & Control	28	25	24	1	1	2	0	0	\$24.13	\$37.04	\$17.50	24	1
Electromechanical Technology	14	13	13	0	1	0	0	0	\$34.23	\$43.00	\$25.00	13	0
Food Service Dietary Management	2	1	1	0	0	1	0	0	*	*	*	1	0
Graphic Design	8	6	3	3	1	0	0	1	*	*	*	4	2
Health Information Management Systems	17	11	8	3	6	0	0	0	\$20.02	\$25.00	\$17.00	11	0
Heating, Ventilation & AC (HVAC)	11	10	9	1	1	0	0	0	\$23.66	\$31.25	\$18.00	6	4
Horticulture & Golf Course Management	6	3	3	0	3	0	0	0	*	*	*	2	1
Information Technology	39	11	4	7	25	1	0	2	\$18.39	\$22.00	\$15.00	10	1
Machining and Manufacturing Automation	10	6	5	1	3	0	0	1	\$22.72	\$29.78	\$16.50	6	0
Media Arts	21	8	3	5	11	1	0	1	*	*	*	6	2
Nursing - Associate Degree (RN)	35	29	29	0	5	1	0	0	\$31.86	\$45.00	\$25.50	26	3
Nursing - Practical	39	2	2	0	37	0	0	0	*	*	*	2	0
Physical Therapist Assistant	12	9	8	1	2	0	1	0	\$26.35	\$33.00	\$24.00	6	3
Plumbing Technology	6	4	4	0	1	1	0	0	\$18.80	\$20.19	\$16.00	4	0
Utility Line	34	34	32	2	0	0	0	0	\$27.98	\$39.59	\$20.00	28	6
Veterinary Technology	15	11	10	1	3	0	0	1	\$15.57	\$17.00	\$14.00	11	0
Welding	32	27	25	2	2	3	0	0	\$24.39	\$38.00	\$17.50	20	7
Wind Energy Technology	11	6	4	2	5	0	0	0	\$27.25	\$32.00	\$25.00	6	0
TOTAL - Career and Technical	687	443	391	52	210	22	5	7				400	43
*AA & AS Degrees - General/Transfer	201	40	0	0	148	9	2	2				38	2
GRAND TOTAL	888	483	391	52	358	31	7	9				438	45

2024 Northeast Graduates Make Their Mark

GRADUATES CONTINUING EDUCATION

81%

of Northeast graduates who are continuing their education are doing so at Nebraska colleges.

19%

of Northeast graduates who are continuing their education are doing so at colleges in other states.

ACADEMIC TRANSFER STUDENTS (AA AND AS DEGREES)

79%

of academic transfer students are continuing their education.

21%

of academic transfer students are employed.

RELATED EMPLOYMENT (CAREER AND TECHNICAL PROGRAMS)

88%

of employed Career and Technical graduates are working in their field of study.

12%

of employed Career and Technical graduates are working outside their field of study.

ALL GRADUATES EMPLOYED OR CONTINUING EDUCATION

57%

of Northeast graduates are employed.

42%

of Northeast graduates are continuing their education.

Only 1% of Northeast graduates are unemployed and are not continuing their education.

GRADUATES CONTINUING EDUCATION (358 GRADUATES)

CONTINUING IN NEBRASKA	
Bellevue University, Bellevue, NE	7
Capitol Beauty School, Omaha, NE	1
Central Community College, Grand Island, NE	3
Central Community College, Hastings, NE	1
Chadron State College, Chadron, NE	5
Clarkson College, Omaha, NE	1
College of St. Mary, Omaha, NE	1
Concordia University, Seward, NE	1
Mary Lanning Healthcare Program, Kearney, NE	1
Metropolitan Community College, Omaha, NE	2
Mid Plains Community College, North Platte, NE	2
Nebraska Methodist College, Omaha, NE	1
Northeast Community College, Norfolk, NE	138
Peru State College, Peru, NE	2
Southeast Community College, Lincoln, NE	7
University of Nebraska at Kearney, Kearney, NE	11
University of Nebraska at Lincoln, Lincoln, NE	24
University of Nebraska Medical Center, Omaha, NE	23
University of Nebraska at Omaha, Omaha, NE	13
Wayne State College, Wayne, NE	47
Total Continuing In Nebraska	291
CONTINUING OUT OF STATE	
Bellarmino University, Louisville, KY	1
Black Hills State University, Spearfish, SD	2
Bradley University, Peoria, IL	1
Briar Cliff University, Sioux City, IA	1
Calvary University, Kansas City, MO	1
Capella University, Minneapolis, MN	1
Chamberlain University, Houston, TX	1
Chowan University, Murfreesboro, NC	1
Colby Sawyer College, New London, NH	1
Colorado School of Mines, Golden, CO	1
Colorado State University, Fort Collins, CO	2
Cumberland University, Lebanon, TN	1

Dakota State University, Madison, SD	1
Drury University, Springfield, MO	1
Fort Hays State University, Hays, KS	1
Fortis Institute, Scranton, PA	1
Friends University, Wichita, KS	1
Kansas State University, Manhattan, KS	2
Lake Washington Institute of Education, Kirkland, WA	1
Louisiana State University, Alexandria, LA	3
Metropolitan State University, Denver, CO	1
Missouri State University, Springfield, MO	1
Missouri Western State University, St. Joseph, MO	1
Montana State University, Bozeman, MT	1
Morningside University, Sioux City, IA	1
Northwest Missouri State University, Maryville, MO	4
Ottawa University, Surprise, AZ	2
Penn Foster College, Scottsdale, AZ - Online	1
Pittsburgh State University, Pittsburgh, KS	1
Regis University, Denver, CO	1
South Dakota School of Mines, Rapid City, SD	1
South Dakota State University, Brookings, SD	4
Southern New Hampshire University, Manchester, NH	1
Southwestern Oklahoma State University, Weatherford, OK	1
State University of New York at Fredonia, Fredonia, NY	1
University of Cincinnati, Cincinnati, OH	1
University of Colorado, Colorado Springs, CO	1
University of Iowa, Iowa City, IA	1
University of Missouri, St. Louis, MO	1
University of Saint Mary, Leavenworth, KS	1
University of South Carolina - Aiken, Columbia, SC	1
University of South Dakota, Vermillion, SD	6
University of Tasmania, Tasmania, Australia	1
University of Texas Permian Basin, Odessa, TX	1
University Of the Pacific, Stockton, CA	1
University of Wyoming, Laramie, WY	1
Viterbo University, LaCrosse, WI	1
Webber International University, Babson Park, FL	1
Western Dakota Technical College, Rapid City, SD	1
Western Iowa Tech, Sioux City, IA	1
Total Continuing Out of State	67
Total Graduates Continuing Education	358

WHERE GRADUATES ARE EMPLOYED IN NEBRASKA

91%

of Northeast graduates are employed in Nebraska

Adams	1	Cherry	3	Greeley	3	Nance	2	Sheridan	1
Antelope	10	Colfax	4	Hall	8	Nemaha	1	Stanton	2
Boone	11	Cuming	18	Hamilton	2	Otoe	1	Thayer	1
Box Butte	2	Custer	5	Holt	17	Phelps	3	Thurston	6
Boyd	1	Dakota	2	Jefferson	2	Pierce	12	Valley	2
Brown	1	Dawson	1	Kearney	1	Platte	35	Washington	3
Buffalo	2	Dixon	3	Keya Paha	2	Polk	3	Wayne	7
Burt	3	Dodge	9	Knox	13	Rock	3	York	4
Butler	4	Douglas	15	Lancaster	20	Saline	2	Total	440
Cass	1	Fillmore	5	Lincoln	3	Sarpy	1		
Cedar	18	Garfield	1	Madison	157	Saunders	3		

59% OF 2024 GRADUATES ARE EMPLOYED IN THE 20-COUNTY SERVICE AREA - 287 TOTAL

Antelope	10	Brown	1	Cuming	18	Garfield	1	Knox	13	Rock	3	Wayne	7
Boone	11	Burt	3	Dakota	2	Holt	17	Madison	157	Stanton	2	Wheeler	0
Boyd	1	Cedar	18	Dixon	3	Keya Paha	2	Pierce	12	Thurston	6		

9% OF 2024 GRADUATES ARE EMPLOYED OUT OF STATE - 43 TOTAL

Arizona	1	Florida	1	Iowa	14	Minnesota	1	Pennsylvania	1	S. Dakota	14
Colorado	2	Georgia	1	Kansas	4	Missouri	2	S. Carolina	1	Texas	1

PRIOR YEARS' STATISTICS

	2019	2020	2021	2022	2023	2024
Number of Graduates	909	860	870	812	893	888
Number of Graduates Continuing Education	387	385	362	353	306	358
Total Employed	481	396	450	416	537	483
Total Unemployed	10	13	4	8	11	9
% Employed Related to Program	88%	90%	88%	90%	89%	88%
% Employed in 20-County Area	61%	56%	58%	52%	54%	59%
Employed in NE	86%	91%	90%	87%	90%	91%
% Employed Out of State	14%	9%	10%	13%	10%	9%
Collection Rate	97%	94%	95%	97%	97%	97%
Success Rate: Employed or Continuing Education	99%	98%	99.5%	99%	99%	99%



2023 Employer Evaluation Survey

Paper and online surveys are distributed to all known employers who have hired Northeast graduates. The survey consists of a skills assessment and overall satisfaction of the employers rating of the Northeast graduate and career program. This survey was conducted in 2024 for the graduates of the 2022-2023 academic year. Of the 358 surveys distributed, 160 were completed for a 45% response rate.

97%

of employers would consider hiring Northeast graduates in the future.

98%

of employers rated Northeast graduates as either excellent or good in their career program. Employers assess on conceptual and technical knowledge, quality of work, oral and written communication, interpersonal and teamwork skills, math, troubleshooting, and behavior. *This survey is conducted by the Northeast Community College Data & Strategic Analytics Office.*

NORTHEAST COMMUNITY COLLEGE GRADUATES

ACCOUNTING - AA, AAS, CERTIFICATE, DIPLOMA / 12

COMPANIES:

Arrow Hotel
Bank of the Valley
Common Sense Ag Solutions
Dover Management Co
Niobrara Valley Hospital
Nutrient Advisors

POSITIONS:

Administrative Assistant
Bookkeeper/Secretary
Business Office
Front Desk Employee
Loan Processor

ADMINISTRATIVE PROFESSIONAL - AAS, CERTIFICATE / 5

COMPANIES:

M. Timm Development
Northeast Nebraska Community Action Partnership
Smithfield Foods

POSITIONS:

Custodian
Executive Assistant
OJT Trainer

AGRICULTURE - AGRIBUSINESS - AAS / 16

COMPANIES:

AKRS Equipment
Beller Feedlot
Brigham Farms
Broderson Farms
CS Construction
D & B Top Notch Feeders
Fells Farm
Helena Agri-Enterprises
Kayton International
Menards
Pinnacle Bank
Stapp Welding
USDA - Farm Service Agency

POSITIONS:

Accountant/Secretary
Applicator
Building Materials
Sales/Guest Service

Farmhand
Farmhand/Salesman
Hired Hand
Loan Administration
Part Owner
Parts Representative
Program Technician Intern
Service Administrator
Welder

AGRICULTURE - AGRONOMY - AAS / 8

COMPANIES:

Central Valley Ag
Helena Chemical Company
Midplains Ag
Nutrien Ag Solutions
Robert Schmidt Seed Farms
Seed Source
Trotter Grain and Fertilizer

POSITIONS:

Agronomist
Applicator
General Labor
Manager
Sprayer Operator
Yield Specialist

AGRICULTURE - ANIMAL SCIENCE - AAS / 6

COMPANIES:

Albers Feedlot
Frontier Mills
Herbert Feed & Grain
Pribyl Farms-South Fork Farms
Progressive Nutrition
Scranton Ranch

POSITIONS:

Feed Salesman
Machine Operator
Manager
Nutritionist by Training
Pen Rider

AGRICULTURE - COLLEGE TRANSFER - AA, AS / 16

COMPANIES:

Ag Reliant
Platinum Agronomy Solutions

POSITIONS:

Agronomist
Production Assistant

AGRICULTURE - DIVERSIFIED - AAS / 14

COMPANIES:

Booth Feedlot
Central Valley Ag
College Hunks-Hauling Junk & Moving
Family Farm
Fordyce Cooperative
Frontier Mills
Mormann Land and Cattle
Neiwohners Farm
Philips Land and Cattle
Redstar
Simplot Grower Solutions - J.R.
Simplot Company

POSITIONS:

Wiseman Farm
Applicator
Co-Owner/Farmhand
Farmhand
Farmhand/Equipment Operator
Field Technician
Laborer
Operations Floater
Processor
Ranch Hand
Scale House
Truck Driver/Sprayer Operator
Trucker

AGRICULTURE - MECHANIZED - AAS / 9

COMPANIES:

Family Farm
GDS Feedyards
JCR Farms
Ken Grieder Grain
Tisthammer Fabrication
Twin Mills Angus Ranch

POSITIONS:

Farmer/Truck Driver
Farmhand/Cattle owner
Hired Hand
Owner/Operator

Ranch Hand
Welder/Fabricator

AGRICULTURE - NATURAL RESOURCES - AS / 3

COMPANIES:

Nebraska Lake Management

POSITIONS:

Field Technician

AGRICULTURE - PRECISION - AAS / 15

COMPANIES:

AKRS Equipment
Central Valley Ag
Cooperative Farmers Elevator
Dodds Farm
Family Farm
Hatterman Farms
Herbert Feed and Grain
Jessen Feedlots
Kotas Farms
Midplains Ag
Niewohner Farms
Nutrien Ag Solutions
Simplot Grower Solutions

POSITIONS:

Triple G Farms
Agriculture Management Solutions
Crop Consultant
Drone Applicator
Drone Operations and Sales Manager
Farm Hand
Farmer
Field Technician
Operations
Operator/Truck Driver
Producer
Salesman

AUTO BODY REPAIR TECHNOLOGY - AAS / 6

COMPANIES:

B Street Collision
Courtesy Ford of Norfolk
Rice's Rides and Bodyshop

POSITIONS:

Auto Body Technician

AUTOMOTIVE TECHNOLOGY - AAS, DIPLOMA / 15

COMPANIES:

Cedar River Auto Sales
City of Norfolk
Columbus Motor Company
Diers Ford-Lincoln
Folkers Bros Garage
Graham Tire
J and L Automotive
Norfolk Motor Company
Rock County Tire
Tony D's Construction
Woodhouse Ford
Wynot Oil

POSITIONS:

Automotive Technician
Diesel Apprentice
Equipment Mechanic
Express Service Tech
Laborer

BUILDING CONSTRUCTION - AAS / 26

COMPANIES:

Baumert Construction
Bierman Contracting
Big Ben's Construction
C & C Builders
Craig Svoboda Construction
Diamond K Construction
Elite Egress
Hardwood Artisan
Huff Construction
L & L Builders
Lancaster Youth Services Center
Mainelli Wagner & Associates
Martin Building Systems

Morton Buildings
Pinman Construction
Pizza Ranch
Porter Construction
Quality Construction
Rathke Construction
Reede Construction
Schmitt Construction
Self-Employed
Smutz Construction
Theisen Construction

POSITIONS:

Carpenter
Construction Worker
Detention Officer
Experienced Crew Member
Finish Carpenter
Foreman
Framer
General Laborer
Laborer
Manager
Operator
Project Supervisor/Inspector
Sub Contractor
Window Installer

**BUSINESS - AAS,
CERTIFICATE, DIPLOMA / 30
COMPANIES:**

3E-Electrical Engineering &
Equipment Company
Ace Rent To Own
Bank of Hartington
Berkshire Hathaway
HomeServices - Ambassador
Real Estate
Christ Lutheran Childcare
Dace Murals
Eagle Heart Ranch
Elkhorn Valley Bank
Hespe Auto Center
HyVee Floral
Jacot Taxidermy
JB Construction
Jimmy Johns
Marathon Press
Midtown Health Center
Northeast Community College
Northern Ponca
Housing Authority
Sandhills Global
Tim Arens Construction
Universal Background Screening
Walmart
Wells Fargo
Winnebago Comprehensive
Healthcare System

POSITIONS:

Assistant Teacher
Associate Store Manager
Customer Service Representative

Executive Assistant
Floral Designer/Customer Service
Independent Contractor Muralist
Laborer
Manager
Office Manager
Online Personal Shopper
Owner/Operator
Owner/Taxidermist
Plumber
Printing Assembly
Real Estate Agent
Retail Services Specialist
Sales Representative
Teller
Third Party Billing Specialist
Verifications Specialist
Warehouse/Sales

BUSINESS**ADMINISTRATION - AA / 49****COMPANIES:**

Arbor Care Center
Faith Regional Health Services
Nebraska Nitrogen
Nebraska Public Power District
Norfolk Junior High
Northeast Community College
Oasis Counseling International
Petersen P&D
Platte Valley Antique Mall
Sandhills Global
Tom's Service
Verdigre Farm Service
Vizio
Walmart

POSITIONS:

Accounting Claims Specialist
Business Office Manager
Custodial/Maintenance
Technician
Customer Service
Executive Assistant
ISS Paraprofessional/AD
Secretary
Nutrition Aide
Office Assistant
Payroll Administrator/Billing
Assistant
Process Operator
Sales Representative

Sales Staff
Senior Service Support Specialist
Team Associate
Teller

**COMMUNITY HEALTHCARE
WORKER - CERTIFICATE / 1**

Continuing Education

CRIMINAL JUSTICE - AA, AAS / 21**COMPANIES:**

Columbia Police Department
CSS Farms
Little Panthers Preschool
Madison County
Sheriffs Department
Madison Police Department
Military
Northeast Nebraska
Juvenile Services

Painter Electric

Van Horn Ranch

POSITIONS:

Army
Assistant Manager
Code Enforcement - Police Officer
Corrections Officer
Juvenile Corrections Officer
Laborer
Paraprofessional
Police Cadet
Ranch Hand

DIESEL TECHNOLOGY - AAS / 23**COMPANIES:**

AWG Truck Shop
C&C Complete Diesel
Performance
Cornhusker International Trucks
Diamond Y Ranch
Dlouhy Feeding Company
Family Farm
Grossenburg Implement
Hagedorn Feedyards
Mitchell Equipment
NMC Cat
Norfolk Implement
Norfolk Iron and Metal
Pollard Pumping
RDO Truck Centers
Sanne Service

Truck Center Companies

True Ag and Turf

POSITIONS:

Diesel Technician
Farm Hand
Hired Hand
Mechanic
Service Technician
Shipping/Receiving
Technician
Truck Maintenance

**DRAFTING - AAS,
CERTIFICATE, DIPLOMA / 24**

COMPANIES:

Behlen Manufacturing
Engineer Technologies
HDR
Industrial Engineering Company
JEO
Lind & Gubbels Construction
Nucor Detailing Center
Riverside Mechanical
POSITIONS:
BIM Specialist
CAD Drafting Technician
Design Engineer
Detail/Modeler
Detailer
Drafter
Drafter/Modeler
Mechanical Position
Mechanical Technician
Millwright

DRUG AND ALCOHOL**COUNSELING - CERTIFICATE / 18****COMPANIES:**

Behavioral Health Specialist
Centerpointe
Faith Regional Physician Services
Goodlife Counseling
Heartland Counseling Services
Lutheran Family Services
Oasis Counseling
Region 2 Heartland
Human Services
The Well
POSITIONS:
Administrative Assistant
Arm in Arm Manager Care

Coordinator and Community
Community Support Provider
Counselor in Training
Fatherhood Initiative Program
Case Manager
IOP Counselor/Community
Support Provider
Life Center Case Manager/
Community Support Worker
Operations Officer
Peer Support Specialist
Provisional Alcohol and
Drug Counselor
Residential/Outpatient Therapist
Therapist

**EARLY CHILDHOOD - AA,
AAS, CERTIFICATE / 30**

COMPANIES:

Beemer Covecare
Boone Beginnings
FedEx
Franciscan Healthcare- Rehab
Healthy Village Childcare
In-Home Daycare
Kids World Learning Center
La Petite Academy
Little Sprouts Child Development
Center
Montessori Circle of Friends
Parts Store
Private Home
Self-employed
St. Johns Early Learning Center
Tri-State Nursing
Wesley Center Childcare &
Preschool
POSITIONS:
Assistant Director
Co-Teacher
Founder/Director
Head Teacher
Lead Preschool Teacher
Lead Teacher
Licensed In-Home Childcare
Provider
Nanny
Nursery Teacher
Office Manager
Owner
Receptionist

Teacher
Teaching Assistant
Traveling Med Aide

**ELECTRICAL CONSTRUCTION
AND CONTROL - AAS / 28**

COMPANIES:

Boyd's Electric
Cole Electric Company
Commonwealth Electric Company
of the Midwest
Copperline Electric Co
Czarnick Brothers Electric
Ensley Electric
Family Farm
Fremont Electric
Frohberg Electric
H&M Electric
IES Electrical
JH Electric
Keises Ag and Irrigation
Menford Electric
Model Electric
Nebraska Public Power District
Parker Hannifin Corporation
Plumbing & Electric Services
Vanderberg Electric
and Communications
Western Area Power
Administration
Wilmar Electric

POSITIONS:

Apprentice Electrician
Electrical Apprentice
Electrical Apprentice/Operator
Electrician
Farmhand
High Voltage Electrician
Apprentice
Maintenance
Substation Technician

**ELECTROMECHANICAL
TECHNOLOGY - AAS / 14**

COMPANIES:

3M
Becton Dickinson
Christensen Well & Irrigation
Continental
Lindsay Manufacturing
Nebraska Public Power District

Nucor Steel
Omaha Public Power District

POSITIONS:

Electrician
Electromechanical Technician
Global Technician
Instrument & Control Technician
Maintenance Technician
Substation Technician
Technician

**FOOD SERVICE DIETARY
MANAGEMENT - CERTIFICATE / 2**

Avera St. Anthony's Hospital

POSITIONS:

Dietary/EVS Manager

GRAPHIC DESIGN - AA, AAS / 8

COMPANIES:

Abstract Union
Dollar Tree
Ideal HTML
Mayer Signs
Target
Walmart

POSITIONS:

Floor Associate
Graphic Designer
Stocking & Unloading
Team Member

**HEALTH INFORMATION
MANAGEMENT SYSTEMS - AAS,
DIPLOMA, CERTIFICATE / 17**

COMPANIES:

Blue Cross Blue Shield
of Nebraska
Faith Regional Health Services
Gordon Memorial Hospital
Grosch Irrigation Co
Homestead of Norfolk
Midtown Health Center
Midwest Health Partners
State of NE - Department of Health
and Human Services

POSITIONS:

Billing Specialist/
Denials Coordinator
Certified Med Aide
Customer Representative
Customer Service Manager

HIMS Coordinator
HIMS Tech
Job Coach - Independent Provider
Medical Billing Specialist
Office Manager
Receptionist
Support Specialist

**HEATING, VENTILATION, AND
AIR CONDITIONING - AAS / 11**

COMPANIES:

Art Kathol Appliance
CW Suter
Elite Mechanical Systems
Eller Heating and Air Conditioning
Flexcon
Kalins Indoor Comfort
Pettitt Plumbing, Heating and
Air Conditioning
Superior Air Management

POSITIONS:

HVAC Installer
HVAC Technician
Packaging Associate
Residential Installer
Service Technician

**HORTICULTURE AND
GOLF COURSE MANAGEMENT -
AAS, DIPLOMA / 6**

COMPANIES:

Albion Country Club
Earl May
Shenandoah Golf Course

POSITIONS:

Assistant Superintendent
Head Superintendent
Sales Associate/Landscaper

**INFORMATION TECHNOLOGY -
AA, AAS, CERTIFICATE / 39**

COMPANIES:

Blackburn Manufacturing
Dollar General
Frontier Cooperative
HyVee
Neu Pond and Landscaping
Norfolk Iron and Metal
Northeast Community College
Northeast Machine
and Manufacturing

Realbricks
Tyson Foods

POSITIONS:

Director of Fraud Operations
Front End Manager
IT Technician
Lander/Trailer Technician
Landscaper
Laser Operator
Production Team Member
Sales Associate
Service Center Specialist
Technical Support Technician

**MACHINING AND
MANUFACTURING AUTOMATION -
CERTIFICATE, DIPLOMA / 10**

COMPANIES:

ADM
Brehmer's Manufacturing
O'Reilly Auto Parts
Tyson Foods

POSITIONS:

Boiler Welder
Machinist
Maintenance
Sales

**MEDIA ARTS - AAS,
CERTIFICATE / 21**

COMPANIES:

Big Red Keno Sports Bar
Casey's
City of Albion
Denny Sanford PREMIER Center
King's Lanes
Menards
Renovating KC
Sure Sound and Lighting

POSITIONS:

A/V Technician
Attraction Attendant
Line Cook
Maintenance
Media Specialist
Sales
Stage Hand

**NURSING - ASSOCIATE
DEGREE IN NURSING / 35**

COMPANIES:

Avera Gregory Hospital
Avera Sacred Heart Hospital
Bel Air Nursing Home
Boone County Health Center
Capital Care Staffing
CHI Plainview
Faith Regional Health Services
Faith Regional Pediatric Clinic
Franciscan Healthcare
Fremont Methodist Health
Heritage of Bel Air
Maxim Healthcare Services
Methodist Fremont Health
Pender Community Hospital
Plainview Manor
St. Croix Hospice
Valley Hope
Yankton Medical Clinic

POSITIONS:

Case Manager
LPN
RN

**NURSING - PRACTICAL NURSING
- DIPLOMA / 39**

COMPANIES:

Midwest Health Partners
Norfolk Veterans Home

POSITIONS:

LPN
Medication Aide

**PHYSICAL THERAPIST
ASSISTANT - AAS / 12**

COMPANIES:

Boone County Health Center
Livewell Physical Therapy
Mathis Physical Therapy
Neu You Physical Therapy
Old Cheney Rehab
Sedgwick County Health Center
The Prairie Club
Tri-State Occupational Health and
Therapy Services
Wolken Therapy & Wellness

POSITIONS:

Front Desk Employee
Physical Therapist Assistant

PLUMBING TECHNOLOGY –**DIPLOMA / 6****COMPANIES:**

Gary's Plumbing & Hardware
 Johnson's Plumbing & Heating
 Pettitt Plumbing Heating
 & Air Conditioning
 Volkman Plumbing, Heating
 & Air Conditioning

POSITIONS:

Apprentice Plumber
 Plumber

UTILITY LINE - AAS / 34**COMPANIES:**

Bauer Underground
 Butler Public Power District
 City of Auburn
 City of Fairbury
 City of Grand Island
 City of Holdrege
 City of Maryville
 City of Stuart
 City of West Point
 Cornhusker Public Power District
 Dawson Public Power District
 Elkhorn Rural Public
 Power District
 Everygy
 GC Electric
 Hastings Utilities
 IES Electrical
 Lincoln Electric System
 Local Farmer
 Loup Public Power District
 Nebraska Public Power District
 Niobrara Valley Electric
 Membership Corporation
 Northeast Power
 Omaha Public Power District
 Southeast Electrical Cooperative
 Stanton County Public Power
 Watts Electric
 Western Iowa Power Cooperative

POSITIONS:

2nd Class Lineman
 Aerial Lineman
 Apprentice
 Apprentice Line Technician
 Apprentice Lineman
 Farmhand

Line Apprentice
 Lineman

Police Academy

Powerline Apprentice

VETERINARY TECHNOLOGY –**AAS / 15****COMPANIES:**

Bloomfield Veterinary Clinic
 Behavioral Health Specialists
 Columbus Small Animal Hospital
 Companion Vet Clinic
 Madison County Veterinary Clinic
 Nebraska Veterinary Services
 Norfolk Veterinary Clinic
 Preferred Genetics for Bovine

Ralston Vet

Twin Rivers Vet Clinic

POSITIONS:

Recovery Specialist
 Veterinary Assistant
 Veterinary Technician

WELDING – CERTIFICATE,**DIPLOMA / 32****COMPANIES:**

Blue Ox
 Boilermakers Local 83
 Cardinal Health
 Covenant Cedars Bible Camp
 DB Steel
 EBM Manufacturing
 Elliott Equipment Company
 Family Agricultural Operations
 FedEx
 Gerkin Windows and Doors
 Kirk Barnes Construction
 KZ Mechanical
 Lindsey Manufacturing
 Marlatt Precision
 McArthur Sheet Metal
 Metal Manufacturer
 Otten Land and Cattle
 PMI Nebraska
 Rowdy Express
 Summit Contracting
 Superior Industrial Mechanical
 Theisen Construction
 Thio Industrial
 Thompson Solutions
 Wilson Trailers

POSITIONS:

Aluminum Welder/Mechanic/
 Truck Driver
 Camp Counselor
 Fabricator/Farmer
 Farm Manager/Welder
 Millwright Welder
 Package Handler
 Sheet Metal Worker/Welder
 Welder
 Welder/Fabricator
 Welder/Fitter
 Welder/Maintenance

WIND ENERGY TECHNOLOGY –**AAS, DIPLOMA / 11****COMPANIES:**

Behlen Manufacturing
 General Dynamics
 Siemens Gamesa
 Renewable Energy
 Truck Center Companies
 Vestas
POSITIONS:
 Diesel Technician
 Electronic Technician
 Maintenance Technician
 Technician
 Technician II
 Wind Turbine Technician

GENERAL – AA, AAS / 201**COMPANIES:**

Allen Consolidated Schools
 Aspen Dental
 Bel Air Elementary School
 Better Living Foster Care and
 Family Support
 Boone Beginnings Early
 Childhood & Family Center
 Burleigh Pavilion
 Casey's
 Central Elementary School
 Colonial Manor of Randolph
 Connot Tire Pros
 CSS Farms
 East Central District
 Health Department
 ESU 7
 FedEx
 Good Samaritan Society

Heritage of Bel-Air

Hillcrest Care Center

Ho-Chunk

Jimmy Johns

Mahaska

Marcy's Vantage Care

Menards

Nebraska Realty for Lincoln

Select Real Estate Group

Norfolk Games & Parks

Norfolk Iron & Metal

Norfolk Regional Center

Northeast Nebraska

Juvenile Services

Randolph Community Golf Course

Rock County Hospital

Sherwin Williams

Simple Solutions

State of Nebraska

Steakhouse

The Prairie Club

Trucks & Tiaras

Walmart

YMCA

POSITIONS:

Administrator
 Assistant Manager
 Behavior Technician
 CNA
 CNA/CMA
 CNA/CMA/Transportation
 Conservation Biologist
 Daycare Worker
 Dental Assistant
 Financial Assistant
 Immunization Program
 Coordinator
 Kids Club Teacher
 Lab Quality Control
 LPN
 Manager
 Market Sales
 Med Aide, CNA
 Package Handler
 Paraprofessional
 Paraprofessional/
 Substitute Teacher
 Personal Shopper
 Preschool Teacher
 Program Support Specialist
 Realtor

Response Team

Sales

Sales Associate

Scheduling Coordinator

Staff Care Technician II

Teacher

Tire Technician

Trailer Technician

Waitstaff

Youth Correction Officer



**NORTHEAST
COMMUNITY
COLLEGE**

801 East Benjamin Avenue
Norfolk, Nebraska 68701
(402) 371-2020

Extended Campus Locations:
O'Neill, South Sioux City, and
West Point

Regional Offices:
Ainsworth and Hartington