

GRADUATE OUTCOMES REPORT

2025-2026



Columbus | Grand Island | Hastings

Holdrege | Kearney | Lexington | Ord



Central Community College graduates continue to do well pursuing their post-CCC interests. Graduates of our career and technical education programs are successful in the job market, and our academic transfer graduates are successful as they continue their education at four-year colleges.

Data for the 2023-24 CCC graduates are the most recent available, as it allows time for students to become employed after graduation and that data to be reported to the Nebraska Department of Labor.

For questions regarding the data, please contact the institutional research department at ir@cccneb.edu or 308-398-4222, Ext. 7384.

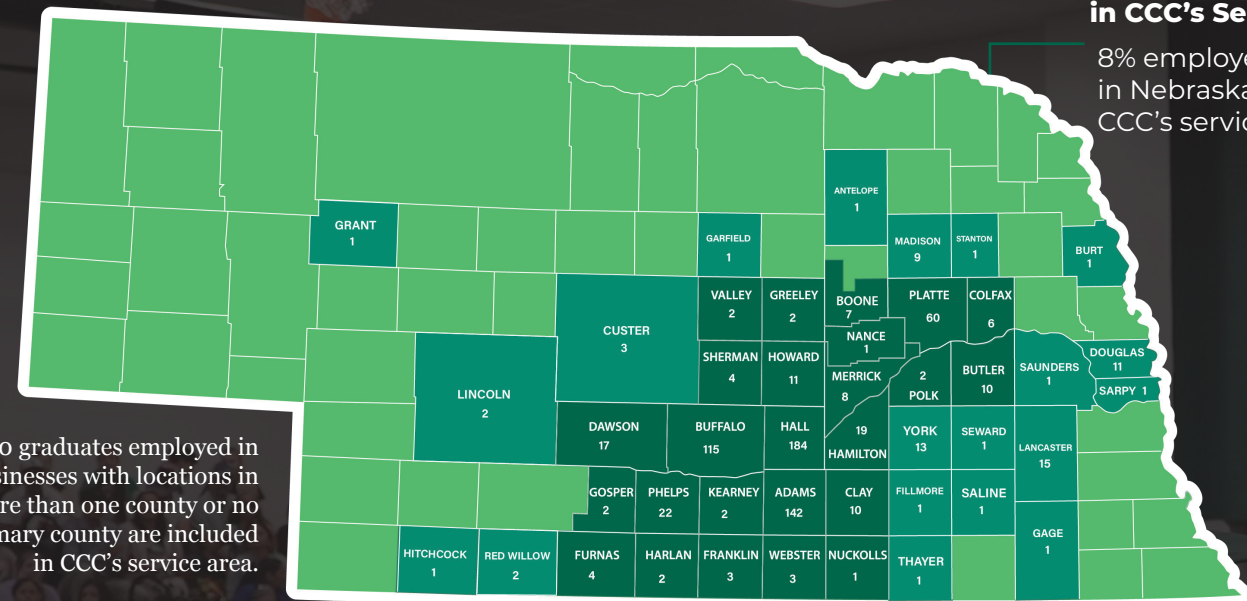
Central Community College is accredited by the Higher Learning Commission.

CCC Graduate Snapshot

2023-24 Graduate Full-Time Employment by Location

92%
in CCC's Service Area

8% employed full-time in Nebraska outside CCC's service area.



240 graduates employed in businesses with locations in more than one county or no primary county are included in CCC's service area.

86% of grads
employed full-time or
continuing education

2,842 Awards

(degrees, diplomas, certificates)

were awarded to
1,608 unduplicated recipients

(Source: 2023-24 CCC enrollment report)

Top Hourly Wages

\$38.12	Mechatronics
\$37.23	Paramedicine
\$36.66	Nursing Education (ADN)
\$30.29	Heating, Air Conditioning and Refrigeration
\$29.82	Dental Hygiene
\$28.29	Nursing Education (LPN)
\$26.93	Truck Driving
\$26.40	Information Technology & Systems
\$26.14	Diesel Technology

Table of Contents

Recent Graduate Positions	4	Quelbin Izaguirre	8	Graduate Success & Employment	
Alex Kemnitz	5	Graduate Survey Data	9	Outlook	10
Academic Transfer Degrees	6	Ethnicity	9	Career and Employment	
Paulina Ortega	7	Gender	9	Services	12

Examples of Recent Graduate Positions

Business, Marketing & Hospitality Management

- Administrative Assistant
- Consumer Loan Officer
- Human Resources Coordinator
- Insurance Agent
- Kitchen Staff
- Line Chef
- Payroll Specialist
- Retail Manager
- Sales Manager
- Tax Preparer

Communication & Information Systems

- Cyber Security
- Desktop Technician
- Graphic Artist
- IT Technician
- Media Support Technician
- Photographer
- Programmer
- Social Media Producer
- Software Analyst
- Web Developer

Health Sciences

- Dental Hygienist
- In-Patient Medical Coder
- Medical Assistant
- Medical Interpreter
- Medical Lab Technician
- Occupational Therapy Assistant
- Paramedicine
- Pharmacy Technician
- Practical Nurse
- Registered Nurse

Human Services & Criminal Justice

- Chemical Dependency Technician
- Corrections Officer
- Crime Lab Technician
- Daycare Owner
- Human Services
- Medical Receptionist
- Paraeducator
- Police Officer
- Security Manager
- Vocational Rehab Specialist

Environmental & Agricultural Systems

- Ag Technician
- Farm Management
- Forklift Operator
- Producer/Grower
- Sales

Skilled & Technical Sciences

- Automotive Technician
- CNC Specialist
- Collision Repair Specialist
- Commercial Driver
- Construction Foreman
- Diesel Technician
- Electrician
- HVAC Technician
- Safety Inspector
- Welder

Central Community College (CCC) does not discriminate on the basis of race, color ethnicity, religion, sex, age, marital status, national origin, veteran status, sexual orientation, disability, or other factors prohibited by law, in matters of employment, admissions, financial aid, or other activities and opportunities as set forth in compliance with federal and state statutes and regulations.

Any person having inquiries concerning Central Community College compliance with Title II, Title IV, Title VI, Title VII, Title IX, the Age Discrimination Act, and/or Section 504 should contact: Vice President of Student Success and Enrollment Services, 4500 63rd St., PO Box 1027, Columbus, NE 68602, 402-562-1284, titleixcoordinator@cccneb.edu.

Persons seeking further information concerning career and technical education offerings at Central Community College and any specific pre-requisite criteria for the various programs of study should contact: Senior Director of College Communications, 3134 W Highway 34, PO Box 4903, Grand Island, NE 68802-4903, 308-398-7355, collegecommunications@cccneb.edu.

To obtain this information in a language other than English or in an alternative format, email collegecommunications@cccneb.edu or call 308-398-7355.

ALEX KEMNITZ



A Burger King crown sits in Alex Kemnitz's classroom at Grand Island Senior High School, ready to make an appearance when lessons get especially challenging. The crown was a gift from his students, who altered it to better reflect its purpose.

"They crossed out 'Burger King' and wrote 'King Nerd,' said Kemnitz. "And whenever we're discussing more intense engineering topics, I'll put the crown on and half the class says, 'Oh, no. It's a lecture today.'"

The crown has become a symbol of Kemnitz's teaching style, one that embraces curiosity, problem-solving and a deep respect for technical knowledge. Those values were shaped during his time at Central Community College and continue to guide how he prepares students at Grand Island Public Schools.

Kemnitz is in his sixth year of teaching engineering, architecture, and robotics at Grand Island Senior High School. In addition to teaching, he serves as a SkillsUSA adviser and coaches the school's robotics team. His classroom instruction is grounded in real-world application, helping students understand how skills learned today translate into future careers.

"I'm already the nerdiest guy in most rooms around here anyways," Kemnitz said. "I always want to show my students that it's okay to have 'smart' as your calling card and enjoy learning how things work and figuring stuff out."

Kemnitz began his postsecondary

education at Central Community College-Hastings, where he earned a degree in advanced manufacturing design technology. At CCC, he experienced hands-on, industry-aligned technical training that emphasized precision, critical thinking and problem-solving. At the time, his goal was to become a machinist, but the experience helped him better understand both his strengths and his interests.

After spending time reflecting on his career path, Kemnitz decided he wanted to work directly with students. He transferred to the University of Nebraska-Lincoln, earned a bachelor's degree in skilled technical science education, obtained his teaching credential and later completed a master's degree in educational administration. While his career direction shifted, the technical foundation he built at CCC became central to his work as a teacher.

"When I show students what the potential is, I know what the potential is now," said Kemnitz. "I can properly train students to either get to CCC or wherever they want to go or walk right into the workforce because I know what that job looks like and I've been trained to do those jobs."

That firsthand knowledge influences how Kemnitz structures lessons and projects. His courses mirror real technical expectations, preparing students for postsecondary education or immediate entry into the workforce. His CCC background allows him to speak confidently about career pathways,

particularly those connected to community colleges.

Kemnitz's technical training also informs his approach to coaching robotics. During his second year of teaching, he was named robotics coach despite having limited experience with mobile or VEX Robotics. He relied on the same learning strategies he developed at CCC, focusing on systems, fundamentals, and continuous improvement.

The approach led to historic success. One of his teams, Parts on Order, qualified for the 2026 VEX Robotics World Championship in St. Louis, marking the first time a Grand Island Senior High School robotics team achieved that distinction.

"They've just been killing it," said Kemnitz. "They've won three or four tournaments, and at one point they were ranked 7th in the world."

Kemnitz is also a strong advocate for community college education, shaped by the confidence and skills he gained at Central Community College.

"I love the graduates of CCC because they are technical, driven and high-skilled," Kemnitz said.

Through teaching, coaching, and mentoring, Alex Kemnitz applies what he learned at Central Community College every day, helping students see technical knowledge as valuable, attainable and essential to their future beyond Grand Island Public Schools.

151

Academic Transfer Degrees

granted to 128 unduplicated students

Subsequent Enrollment

of 2023-24 academic transfer graduates that continued education

26%	University of Nebraska at Kearney	3%	Metropolitan Community College
12%	Wayne State College	3%	Peru State College
7%	University of Nebraska-Lincoln	3%	Wayland Baptist University - Main Campus (TX)
5%	University of Nebraska at Omaha	3%	Western Illinois University (IL)
5%	University of Nebraska Medical Center		
4%	Hastings College		
4%	Southeast Community College		

With **1%** or less additional colleges and universities in **Nebraska, Arizona, Colorado, District of Columbia, Florida, Idaho, Kansas, Kentucky, South Dakota, Texas, and Utah.**

PAULINA ORTEGA



When Paulina Ortega first enrolled at Central Community College-Grand Island, she wasn't entirely sure where life would take her. What she did know was that she needed an affordable place to explore her options and figure out who she wanted to become. What she didn't know was that CCC would eventually become the place where she'd build her career, her confidence and her future.

Today, Ortega is the apprenticeship coordinator at CCC-Grand Island, a role she stepped into in 2023 after graduating with her human services degree in 2021 and working in several service-oriented positions. She now spends her days connecting students with life-changing opportunities and helping employers build their workforce through apprenticeship partnerships.

Ortega didn't arrive at CCC straight out of high school. She first tried a semester at Wayne State College, but the distance from home and uncertainty about her major made her rethink her path. CCC offered the affordability and flexibility she needed while she figured out her direction.

Cost mattered, but so did exploration.

"One of the major things was cost for me ... but it was especially because I didn't know what I wanted to do with my life," she said. "I wanted to start out with general eds and maybe take a couple intro classes and see what might pique my interest."

As a first-generation college student, Ortega had to learn the college system largely on her own. She remembers feeling overwhelmed at first — until she met her advisor, Julie.

"She was really good about explaining the courses to me ... and I just had a lot of dumb questions, but she was like, 'There's never dumb questions. Ask me anything.'"

That support shaped her entire college experience — and later her approach to working with students.

Like many students, Ortega explored several possible majors, but every career assessment she took pointed her toward human services. In her program, she felt comfortable, motivated and aligned. That is when she knew she was on the right path.

In her role as apprenticeship coordinator, Ortega now helps students navigate the same uncertainties she once faced.

"I see it in their eyes ... where they're like, 'I don't know what I'm doing. Can you help me find a job?'" she said. "I get to sit down and explain the program to them and how it works."

She especially connects with first-generation and Hispanic students, often involving their parents in conversations to help them understand the opportunities available.

"I like to bring in their parents ... because I know college in general is very new to them," she said. "Learning about an apprenticeship program ... it's almost like they don't really believe it."

Her empathy is rooted in lived experience. She remembers what it felt like to be unsure, overwhelmed and trying to figure out the system. Now she's the one helping others make sense of it.

Ortega's work involves building relationships with employers and students, identifying workforce needs, and helping companies and students understand the value of apprenticeships. And when apprentices complete their programs, the payoff is powerful.

"It's like, 'Oh my gosh, we've been here for two years already and this person completed,'" she said. "They were successful in school and at work and now they have this great experience."

Her connection to CCC runs deep.

"No matter who I reach out to at CCC ... I've always been received with a smile and willingness to help," she said. "That's the number one thing that stands out to me."

Paulina Ortega's story is one of persistence, self-discovery and service. She came to CCC unsure of her path, found her calling in human services and now uses her experience to guide the next generation of CCC students.

QUELBIN IZAGUIRRE



Quelbin Izaguirre calls Central Community College “a launch pad.” When you look at his life story, it’s clear that CCC was one of several defining launch points along the way.

A native of Honduras, Izaguirre’s journey began with a challenge few could imagine. At the age of three, he contracted kidney disease. His parents were told he would only live until age six. Determined to find health care for their son, his father walked more than 2,500 miles to California in search of opportunity and treatment.

Eventually, Izaguirre and two of his brothers reunited with their father and settled in Los Angeles at a time when the city was facing significant crime. After the death of an aunt who lived in Columbus, Neb., the family made the decision to relocate there. Although Izaguirre admits he initially felt “dragged” to Columbus as a teenager, he now calls it one of the greatest decisions his father ever made and proudly considers Columbus his hometown.

Izaguirre’s plan once seemed straightforward: graduate from high school and take a job at Cargill, following the path other family members had taken. But he began to wonder if there might be other paths. While serving in the Nebraska National Guard, he

enrolled at CCC-Columbus. That decision didn’t just adjust his plan; it completely changed it.

“I got into psychology, biology and I became a fanatic of history,” Izaguirre said. “I thought, ‘If I can get a two-year degree, could I get a four-year degree?’ After that, I was like, ‘Can I get my master’s?’”

With a lot of support from his wife’s family, Doug and Liana Holt, Izaguirre continued his education and ultimately earned a master’s degree in economics from the University of Nebraska at Omaha.

Izaguirre has long dreamed of returning to Honduras to help strengthen its economy and potentially support economic development efforts across Central and South America to reduce poverty. While that dream remains ahead of him, he is gaining meaningful experience in his current role as chief operating officer of NeighborWorks Northeast Nebraska.

“We focus on rural housing,” Izaguirre said. “We try to understand what each community needs and then figure out how to create housing solutions that fit those needs. That’s challenging when you’re working with villages of 100 people and cities of 25,000.”

He said NeighborWorks Northeast Nebraska focuses heavily on the current housing market, where

affordability is possible. The idea is helping long-time homeowners transition into newer homes, opening opportunities for younger families to purchase existing houses. During the process, staff members work closely with potential homebuyers, guiding them through the inspection process, repairs, financing and down payment assistance.

“A lot of people come in and have never created a budget before, so we help them build one,” Izaguirre said. “Some expect to have a home the next day, but it’s not like driving a car off the lot. There are lenders, title companies, inspections, appraisals and many additional steps, each requiring time and coordination.”

Through education, preparation and patience, NeighborWorks Northeast Nebraska serves as its own launch pad, helping families step confidently into homeownership and a new chapter of opportunity. In many ways, Izaguirre says, it now does for families what Central Community College once did for him.

“We all have potential and a lot of times, that potential goes unused,” he said. **“I think NeighborWorks Northeast Nebraska and CCC help people tap into that potential. That’s what they did for me.”**

Graduate Survey Data

Ethnicity	
1%	American Indian/ Alaskan Native
1%	Asian/ Hawaiian/ Pacific Islander
3%	Black/ African-American
29%	Hispanic/ Latino
66%	White

Gender	
49%	51%
Female	Male

Age	
16	63
Youngest Award Recipient	Oldest Award Recipient

Employers’ Satisfaction with Preparation of Central Community College Graduates

97% Satisfied/ Very Satisfied
 Source: Employer Survey, 2024

Overall Satisfaction with Entire Educational Experience at CCC

98% Satisfied/ Very Satisfied
 Source: Graduate Academic Experience Survey, 2023-24

Did You Achieve Your Educational Objective at CCC?

99% say yes

They have completed educational goal or are continuing education



2023-2024 Graduate Success and Employment Outlook

The chart below represents the educational and employment outcomes of Central Community College's 2023-24 graduates by program area. Salary data takes into account Nebraska's annual minimum wage changes and includes commissions and bonuses reported by employers to the Nebraska Department of Labor.

Program/Division	Certificate Recipients ¹	Diploma Recipients ¹	Degree Recipients ¹	Total Unduplicated Recipients ²	Continuing Education ³	Employed Full-Time ⁴	Employed Part-Time ⁵	Percent Employed Full-Time and/or Continuing Education ⁶	Three-year average hourly rate for degree recipients ⁷ Employer reported wages (2021-22, 2022-23, & 2023-24)		
									Low	High	Overall Average
Academic Transfer			128	128	83	38	63	79%	\$18.35	\$22.18	\$20.59
Business, Marketing and Management											
Business Administration	81	109	103	293	174	170	84	85%	\$21.56	\$26.95	\$23.39
Business Technology	6	0	2	8	4	5	2	68%	\$23.72	\$25.81	\$24.72
Hospitality Management and Culinary Arts	3	1	5	9	4	2	7	57%	\$15.67	\$16.57	\$16.18
Communications and Information Technology											
Information Technology & Systems	40	29	23	92	55	50	24	85%	\$24.77	\$29.05	\$26.40
Media Arts	14	10	9	33	23	8	20	79%	\$15.66	\$18.74	\$16.86
Environmental and Agricultural Systems											
Agricultural Sciences	15	4	13	32	13	23	6	84%	\$22.03	\$27.78	\$24.47
Human Services & Resources											
Criminal Justice	58	35	31	124	93	53	61	91%	\$21.24	\$26.32	\$23.79
Early Childhood Education	16	19	34	69	43	24	35	76%	\$15.90	\$17.36	\$16.84
Human Services	17	1	18	36	23	26	8	85%	\$19.97	\$22.16	\$20.94
Library and Information Services*	1			1	0	1	0	100%	N/A	N/A	N/A
Health Sciences											
Dental Assisting		3	13	16	3	12	2	84%	\$17.97	\$19.67	\$18.82
Dental Hygiene			15	15	1	11	3	80%	\$26.53	\$33.21	\$29.82
Health Information Management Services	29	5	17	51	29	33	14	86%	\$17.56	\$28.37	\$22.82
Medical Assisting	6		5	11	5	7	4	91%	\$18.21	\$26.90	\$21.25
Medical Laboratory Technician			8	8	2	8	0	100%	\$22.91	\$26.21	\$24.15
Nursing Education - Associate Degree in Nursing (ADN)			60	60	14	59	1	99%	\$35.20	\$37.88	\$36.66
Nursing Education - Licensed Practical Nurse (LPN)*		74		74	72	60	10	99%	\$27.28	\$29.39	\$28.29
Occupational Therapy Assistant			13	13	3	9	1	75%	\$19.61	\$21.07	\$20.54
Paramedicine	4	0	6	10	2	8	1	78%	\$30.61	\$41.33	\$37.23

Program/Division	Certificate Recipients ¹	Diploma Recipients ¹	Degree Recipients ¹	Total Unduplicated Recipients ²	Continuing Education ³	Employed Full-Time ⁴	Employed Part-Time ⁵	Percent Employed Full-Time and/or Continuing Education ⁶	Three-year average hourly rate ⁷		
									Low	High	Overall Average
Pharmacy Technician		0	2	2	1	2	0	100%	N/A	N/A	N/A
Skilled and Technical Sciences											
Advanced Manufacturing Design Technology	18	7	8	33	18	22	7	92%	\$21.89	\$25.85	\$24.21
Auto Body Technology	13	0	15	28	12	21	7	100%	\$19.28	\$23.19	\$21.44
Automotive Technology	39	12	14	65	44	31	29	88%	\$18.72	\$21.86	\$20.45
Construction Technology	17	7	4	28	23	8	15	89%	\$17.31	\$25.42	\$20.51
Diesel Technology	14	13	23	50	16	40	7	90%	\$24.09	\$27.66	\$26.14
Drafting and Design Technology	9	5	16	30	11	20	6	82%	\$23.15	\$25.54	\$24.22
Electrical Technology	16	6	15	37	15	32	2	94%	\$21.58	\$27.77	\$25.20
Energy Technology	8	2	3	13	6	7	4	92%	\$15.61	\$32.10	\$21.46
Environmental Health & Safety	0	0	2	2	1	1	1	100%	N/A	N/A	N/A
Heating, Air Conditioning and Refrigeration	2	6	2	10	7	6	4	89%	\$25.10	\$35.19	\$30.29
Heavy Equipment Operator Technician		4	1	5	0	5	0	100%	\$20.02	\$29.53	\$25.94
Mechatronics	26	10	17	53	33	39	10	96%	\$37.46	\$38.51	\$38.12
Quality Technology	2	0	4	6	2	6	0	100%	N/A	N/A	N/A
Truck Driving*	49			49	1	35	4	73%	\$24.73	\$29.76	\$26.93
Welding Technology	59	24	42	125	62	76	37	83%	\$24.34	\$26.45	\$25.10
TOTAL (duplicated for those eleven students with two highest level awards in two programs)	562	386	671	1,619	898	958	479	86%	\$24.10	\$27.08	\$25.62
TOTAL (unduplicated)	558	386	664	1,608	896	949	479	86%	\$24.04	\$27.01	\$25.60

Source: 2023-24 CCC Graduates (7/1/23-6/30/24), National Student Clearinghouse (NSCH) (as of 1/14/26) and Nebraska Department of Labor (as of 3/5/26).

- If students received multiple academic awards, the highest is represented across all fields.
- Eleven students earned more than one highest-level credential. Seven students completed two degrees in the same academic year and are represented in both programs, including Academic Transfer, Auto Body Technology, Business Administration, Business Technology, Heating Air Conditioning and Refrigeration, and Welding Technology. Four students achieved a Truck Driving Certificate in addition to another credential (one Academic Transfer, one Agriculture Sciences, and two Information Technology & Systems) and are counted in each applicable program area. In the chart totals, the unduplicated total counts these 11 students once, while the duplicated total counts each student twice (once for each program area).
- Subsequent enrollment information from National Student Clearinghouse and may include employed students.
- Full-time employment determined based on their annual income greater than or equal to \$28,080 (considering minimum wage = \$13.50 and 40 hours of work per week for 2025 quarters 1-3) or greater than or equal to \$24,960 (considering minimum wage = \$12.00 and 40 hours of work per week for 2024 quarters 2-4) and may also include continuing education students.
- Part-time employment determined based on their annual income less than \$28,080 (considering minimum wage = \$13.50 and 40 hours of work per week for 2025 quarters 1-3) or less than \$24,960 (considering minimum wage = \$12.00 and 40 hours of work per week for 2024 quarters 2-4) and may also include continuing education students.
- Unduplicated across students continuing education and employed full-time.
- Only includes full-time employment of degree recipients using a quarterly salary reports from Department of Labor (DOL) to determine average hourly rate.

* These programs do not offer degrees, so the average hourly rate for these respective programs is either for certificates or diplomas, depending on the program.

■ Respective Certificate/ Diploma/ Degree is not offered for this program.
N/A Three years of data not available for average.



CAREER AND EMPLOYMENT SERVICES

Central Community College and our career and employment services (CES) staff are committed to supporting students and alumni by providing guidance on which program to choose, giving assistance with securing internships and part-time work, and providing support through the job search process at graduation and beyond. Employers with job

opportunities are connected with students and alumni through a variety of services provided by our CES staff.

For more information about posting job openings on our online job board or other services, visit cccneb.edu/ces or one of our career and employment services directors at ces@cccneb.edu.