



TO: Governor Jim Pillen
Brandon Metzler, Clerk of the Legislature

FROM: Dr. Paul Turman, Chancellor *PT*
Nebraska State College System

DATE: Dec. 19, 2025

RE: Career Scholarship Program Report

Legislative Bill 1008 (2020) established the creation of the Career Scholarship Program, and Legislative Bill 1392 (2024) further outlined the current annual reporting requirements for the Nebraska State College System (NSCS). Specifically, the State Colleges must provide System-level data to the Clerk of the Legislature and Governor by Dec. 1 each year. The Nebraska State Colleges were asked to report on the following data elements as of October 15th of the current year:

- 1) **DE1:** The total number of students enrolled in each eligible program of study in the immediately prior academic year and the total number of students enrolled in each eligible program of study for the current academic year;
- 2) **DE2:** The total number of scholarship recipients in each eligible program of study for the current academic year;
- 3) **DE3:** The total number of such scholarship recipients who are newly enrolled in each eligible program of study for such academic year;
- 4) **DE4:** The total number of newly awarded scholarship recipients retained across all eligible programs of study from the immediately prior academic year to the current academic year and a comparison of the retention rates between those of the newly awarded scholarship recipients and the state college's overall first to second year retention for the same year;
- 5) **DE5:** The total number of scholarship recipients who graduated during the immediately prior academic year and a comparison of the four-year graduation rates between the scholarship recipients who graduated and the state college's overall four-year graduation for the same year; and
- 6) **DE6:** The number and percent of scholarship recipients who graduated during the immediately prior calendar year who obtained employment in a major-related field in the state.

Data elements 1 through 6 are included in the following tables below.

Data Element 1 – Total Enrollments by Eligible Program

	Fall 2024	Fall 2025
Business Administration	1314	1248
Communication	143	146
Computer Information Systems/Computer Science	182	165
Criminal Justice	461	433
Education	1504	1429
Industrial Technology/Engineering Technology	167	181
Rangeland Management	80	83
Reserve Office Training Corp (ROTC)	0	10
Total:	3851	3695

Data Element 2 – Total Number of Scholarship Recipients by Eligible Program

	Fall 2025
Business Administration	251
Communication	14
Computer Information Systems/Computer Science	66
Criminal Justice	59
Education	226
Industrial Technology/Engineering Technology	38
Rangeland Management	34
Reserve Office Training Corp (ROTC)	2
Total:	690

Data Element 3 – New Student Scholarships Awarded by Eligible Program

	Fall 2025
Business Administration	74
Communication	2
Computer Information Systems/Computer Science	17
Criminal Justice	22
Education	65
Industrial Technology/Engineering Technology	11
Rangeland Management	7
Reserve Office Training Corp (ROTC)	2
Total:	200

Data Element 4 – Retention Data (Scholars Compared to Overall Cohort)

Fall 2024 Retention Data			
Fall 2024 Cohort	# Students	Retention # Year 3	Retention % Year 3
Scholarship Recipients	221	191	86%
Overall FFTT Student Cohort	1328	949	71%

Data Element 5 – 4-Year Completion Data (Scholars Compared to Overall Cohort)

Fall			
Fall 2021 Cohort	# Students	Retention # Year 3	Retention % Year 3
Scholarship Recipients	357	201	56%
Overall FFTT Student Cohort	1450	591	41%

Data Element 6 – Completers and Employment Data

During the Calendar Year of 2024, 154 career scholars graduated. Of those, 109 (70.8%) were employed in Nebraska in a major-related field.

General Notes:

Funding authority for the Career Scholarship Program became available from the Governor and the Legislature one week before the Fall 2020 semester. As a result, a limited number of scholarship awards were made during the first year of the Program. A standard set of administrative guidelines has been developed across the Nebraska State College System for consistent application of the requirements outlined in LB 1392. These administrative guidelines are included in *Attachment I* for your reference.

ATTACHMENT I: NSCS Career Scholarships
Data Definitions and Reporting Processes
(due to System Office on Nov. 15 each year)

Student Eligibility

All new **full-time** freshman and transfer students to institution who have declared a major in the approved programs for the institution and have an ACT score of 18 or higher. Students **do not** have to be from Nebraska to be eligible (intent is to allow for recruitment out of state with the thought that the student may remain in NE after graduation). Students are required to remain with a declared major in the approved program(s) of study, successfully complete 24-credit hours of coursework each academic year to maintain eligibility, and complete a career-related experience (internship, apprenticeship, clinical position, major-related field experience).

Eligible Degree Programs as of Fall 2024:

Business Administration:

CSC: Business Administration
PSC: Business Administration
WSC: Business Administration

Communication:

CSC: Communication Arts
WSC: Mass Communication, Speech Communication

Computer Information Systems:

WSC: Computer Information Systems, Computer Science

Criminal Justice:

CSC: Justice Studies
PSC: Criminal Justice
WSC: Criminal Justice

Education:

CSC: Education – all subject and field endorsement degree programs
PSC: Education – all subject and field endorsement degree programs
WSC: Education – all subject and field endorsement degree programs

Industrial Technology:

WSC: Engineering Technology, Industrial Technology

Rangeland Management:

CSC: Rangeland Management

Reserve Officer Training Corps (ROTC):

CSC: ROTC

Reporting Elements

Data Element 1: Total number of students enrolled in each eligible Program of study in the immediately prior academic year and the total number of students enrolled in each eligible Program of study for the current academic year, based upon official fall census data.

1. Data will be reported based on October 15 IPEDS census snapshot each year and is only undergraduate enrollment for each eligible program.
2. Fall 2019 establishes the initial “prior year” portion of the data table, and any enrollment figure there after establishes program enrollment growth trend, based upon October 15 data for each year.
3. Enrollment reflects TOTAL program enrollment for each eligible Program regardless of individual student scholarship eligibility and should be **similar** to fall numbers reported in QAR – numbers will not exactly match as CSP uses Oct. 15 and QAR uses end-of-term.
4. Enrollment could be duplicated headcount – if a student is enrolled in multiple eligible programs, student should be counted in each program. However, students with more than one major in the SAME program would be only counted once (i.e., Speech Communication and Mass Communication).

Data Element 2: Total number of scholarship recipients in each eligible Program of study for the current academic year, based upon official fall census data.

1. Enrollment reflects all students who have been “identified” as receiving a Career Scholarship in the respective fall term as of October 15 IPEDS snapshot.
2. A Career Scholar attribute will be added each fall term by the IR Leads for all students receiving the scholarship by October 15th, which will then determine the overall number of scholars by program.
3. This number may differ from the sum of the original cohorts for all fall terms as this will include any student on scholarship regardless of entry into the program (Fall, Spring, etc.) and will also reflect attrition rates of initial fall cohorts.
4. Post-bac students and those coded as “added endorsement” should not be included.

Data Element 3: Total number of newly awarded scholarship recipients in each eligible Program of study for the current academic year, based upon official fall census data.

1. Number of individuals, as of October 15, who were newly awarded the scholarship for the first time that fall semester – this will include only new full-time freshman/transfer students for reporting purposes only to provide consistency with IPEDS retention and graduation rates.
2. Process for obtaining scholarship vs non-scholarship student cohorts (sub-cohort of the IPEDS entering FR and TR full-time cohorts):
 - a. Identify IPEDS FR/TR full-time students as identified in IPEDS reports/definitions and mark with IPEDS attribute;

- b. Using Oct 15 financial aid data, identify all career scholar recipients and assign the Career Scholarship attribute;
3. While there may be some students who change majors throughout the academic year and some students who are awarded the scholarship after October 15 each year, the cohort will be established based upon fall new students (per October 15 IPEDS reporting timeline).
 - a. Those newly awarded students reported for this data element will be those who hold both the IPEDS and Career Scholarship attributes for that fall term.

Note: Identifying/reporting numbers in this manner provides consistency when comparing Career Scholarship retention/graduation to overall rates reported in IPEDS. This reporting method will not account for those students who start in a semester other than fall, are awarded a scholarship after the October 15 date, and/or declare an eligible major after their entering freshman/transfer year – this number is a smaller number and being able to exclude these numbers in the report tracking provides the most comparability as well as easiest workload to reporting personnel.

Data Element 4: The total number of newly awarded scholarship recipients retained across all eligible programs of study from the immediately prior academic year to the current academic year and a comparison of the retention rates between those of the newly awarded scholarship recipients and the state college's overall first to second year retention rate reported to the Integrated Postsecondary Education Data System for the same year.

1. Data will be captured as of October 15 IPEDS date each year and will reflect first-to-second year retention of the established full-time freshman and transfer fall cohorts from the prior year, with a disaggregated subgroup of all full-time freshman and transfer new career scholarship recipients across all Programs of study within that cohort.
2. New Scholarship Recipients for All Programs data will reflect the **unduplicated** count of the new full-time freshman and transfer cohorts represented in Data Element 3.
3. Total IPEDS Full-time New Freshman (FTFT) cohort will reflect ALL new first-time, full-time students captured in the IPEDS snapshot regardless of scholarship or major. Headcount, retention and graduation rates should match what is reported to IPEDS.
4. Retention is calculated by counting those retained at the institution, regardless of Program eligibility or changes in major.
5. Disaggregation of retention data for scholars will be completed using the Career Scholarship attribute, unduplicated for all eligible Programs of study.

Data Element 5: Total number of scholarship recipients who graduated during the immediately prior academic year and a comparison of the four-year graduation rates between the scholarship recipients who graduated and the state college's overall four-year graduation rate reported to the Integrated Postsecondary Education Data System for the same year.

1. These data will solely focus upon the 4-year graduation rates of students for each eligible Program, **beginning with the Fall 2020 cohort for completion of this data element in the 2024 Career Scholarship report.**
2. A student will be counted as graduated if a degree was awarded by August 31 of Year 4 after entering cohort term (matching IPEDS reporting processes).
3. Graduation is calculated by counting those who graduated from the institution, regardless of program eligibility at time of graduation.
4. New Scholarship Recipients for All Programs data will reflect the **unduplicated** count of the new full-time freshman and transfer cohorts represented in Data Element 3.
5. Total IPEDS Full-time New Freshman (FTFT) cohort will reflect ALL new first-time, full-time students captured in the IPEDS snapshot regardless of scholarship or major. Headcount, retention and graduation rates should match what is reported to IPEDS.
6. In addition to identifying those from the cohort who have graduated within 4 years, the number of students still enrolled by October 15 of Year-5 for each IPEDS cohort will be reported, overall and disaggregated by scholarship recipients.

Data Element 6: The number and percent of scholarship recipients who graduated during the immediately prior calendar year who obtained employment in a major-related field in the state.

1. Colleges will provide a list of students who graduated during the prior calendar year (spring, summer, and fall graduates) who were identified as Career Scholars during the Fall term prior to that calendar year.
2. Data for employment will be tracked and completed at NSCS System Office level via NSWERS and NDOL placement data reporting.