



NEBRASKA'S
COORDINATING COMMISSION
FOR POSTSECONDARY EDUCATION

Nebraska Career Scholarship Guidelines for Private Colleges

Program Guidelines 2024-25 Grant Year

Draft for Comment 6/20/24

PRELIMINARY

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This guidance document is advisory in nature but is binding on an agency until amended by such agency. A guidance document does not include internal procedural documents that only affect the internal operations of the agency and does not impose additional requirements or penalties on regulated parties or include confidential information or rules and regulations made in accordance with the Administrative Procedure Act. If you believe that this guidance document imposes additional requirements or penalties on regulated parties, you may request a review of the document.

I. PURPOSE

Nebraska Career Scholarships Program is a collaboration between the Nebraska Coordinating Commission for Postsecondary Education (Commission) and Nebraska private colleges. The program provides scholarships to students pursuing degrees in programs of study leading to high wage, high skill, and high demand careers.

II. STATUTORY AUTHORITY

Statutory authority for the Nebraska Career Scholarship Act is found in Neb. Rev. Stat. §§ 85-3001 to 85-3006. Specific authorization for private college scholarships is found in Neb. Rev. Stat. § 85-3006. Responsibility for the private college scholarships was transferred from the Department of Economic Development to the Coordinating Commission for Postsecondary Education in LB1329 (2024).

A. Under the NCS Act, the responsibilities of the Commission are:

1. Allocate the amount appropriated to the Commission to eligible private colleges that elect to participate.
2. Periodically review and designate which programs of study are needed to meet the workforce needs of Nebraska.
3. Report information on the NCS program to the Clerk of the Legislature and the Governor each year on or before December 1.

B. Under the NCS Act, the responsibilities of the participating private colleges are to:

1. Determine the eligibility of scholarship recipients.
2. Receive and process applications for awards to individual scholarship recipients.
3. Disburse awards directly to eligible scholarship recipients during the fiscal year.
4. Collect information on each scholarship recipient and report to the Commission.

III. DEFINITIONS

1. Award year means the period beginning August 1 through the following July 31.
2. Eligible program of study means a program of study in education or engineering and a program of study in shortage areas designated by the CCPE in consultation with the State Department of Education, the Department of Labor, the Department of Economic Development, and any advisory committee established by the Coordinating Commission for Postsecondary Education for such purpose, based on periodic reviews of workforce needs in the state.
3. First-time freshman means a student who enrolled in an eligible program of study, who has not previously been enrolled in a postsecondary institution within three years immediately

preceding the application for a scholarship pursuant to the act, and who has not previously earned a postsecondary credential except as a dual credit or early-college high school student;

4. Institution means a private college as defined below.

5. Nebraska Career Scholarship means a scholarship awarded under the Nebraska Career Scholarship Act or a scholarship awarded as a Nebraska Career Scholarship pursuant to LB380 (2021), or Laws 2020, LB1008 (2020);

6. Non-scholarship student means a student who has never been awarded a Nebraska Career Scholarship for the applicable eligible program of study;

7. Private college means an accredited private, nonprofit institution of postsecondary education located within the State of Nebraska;

8. Scholarship recipient means a student who has been awarded a Nebraska Career Scholarship;

9. Standard college admission test means the national assessment instrument that is also used as the standard college admission test selected by the State Board of Education and administered to students in the eleventh grade pursuant to subsection (9) of section 79-760.03; and

10. Transfer student means a student who has not previously earned a postsecondary credential and who has transferred into an eligible program of study (a) from another postsecondary institution or (b) from another program of study within the same postsecondary institution. A student that previously earned a postsecondary credential, but only as a dual-credit or early-college high school student, shall be considered a transfer student if such student transferred into an eligible program of study from another postsecondary institution or a program within the same postsecondary institution directly following such student's early-college high school enrollment.

IV. AID CALCULATION AND DISBURSEMENT

A. Aid Calculation:

1. Each participating institution will receive a base allocation of \$100,000 annually. The remaining amount of aid to be allocated to each institution will be determined annually based on a three-year average of Nebraska-located undergraduate students enrolled (majoring) in eligible programs of study. Students exclusively enrolled in courses while living outside of Nebraska may not be included in allocation calculations. Eligible programs of study are listed in Appendix A and are subject to change per the process laid out in statute and these guidelines. For the 2024-25 award year, allocations will be based on the following information:

Academic Program	2021-22	2022-23	2023-24	Average
Computer Information Systems Related				
Education Related				
Engineering Related				
Health Care Related				
Mathematics Related				

2. An institution must supply the required enrollment information by the deadline set by the Commission to receive an allocation. For award year 2024-25, the deadline is June 21, 2024.

3. Allocations may differ year to year based on appropriations, changes in eligible programs of study, and changes in enrollment. The Commission may also adjust aid allocations based on historical college utilization of aid, institutionally initiated requests for a reduced allocation, or additional factors such as retention rates, completion rates, and adequacy of required reports.

4. *Except for the award year beginning August 1, 2024*, the Commission will provide a preliminary amount of aid to be allocated to each institution by May 1 prior to the beginning of each award year (e.g., by May 1, 2025, for the award year beginning August 1, 2025). Final allocations are subject to appropriation.

B. Disbursement Process:

1. Institutions may submit lists of recommended awards to the Commission at any time after July 1, except that no list may be submitted after June 1 in an award year (e.g., a final list of recommended awards must be submitted no later than June 1, 2025, for the award year beginning August 1, 2024, and ending July 31, 2025). Each list of recommended awards must include Last Name, First Name, Middle Initial, SSN, CIP Code, Program of Study Category, Amount of Scholarship, and other information required for the Commission to determine compliance with the Act.

2. Within thirty days after receiving recommendations, the Commission will review the recommended awards for compliance with the NCS Act and these guidelines and notify each institution of the approval or disapproval of recommended awards.

3. If awards are disapproved, the institution may resubmit the recommended list of awards to eligible students after modifying the recommendation to address the disapproved awards, provided the submitted recommendation meets the guideline in B(1). The Commission will review the modified list of recommendations in a timely manner.

4. Upon receipt of the list of eligible students, and determination that all information is complete, the Commission will distribute funds appropriated to the Nebraska Career Scholarship to each institution for direct disbursement to scholarship recipients.

5. Any award recipient who discontinues attendance before the end of the award year or becomes ineligible due to a change in major or inability to enroll in a selective-admission program or limited-enrollment program shall remit any award balance allowable to the institution pursuant to the college's withdrawal policy.

6. Awards funds not awarded within the award year in which the funds were allocated shall be returned to the Commission by the institution at a time specified by the Commission.

V. SCHOLARSHIP AMOUNT, DISTRIBUTION, AND ELIGIBLE USES

1. A Career Scholarship award shall not exceed a maximum of \$10,000 per year. Financial need, as determined by the institution's financial aid officer based on a student's FAFSA, may be considered.
2. The Career Scholarship may be combined with other financial aid awards.
3. Each institution will use its existing financial aid processes and policies to award the Career Scholarship.
4. Eligible uses of scholarship funds are tuition, fees, required tools and equipment (including books), room, and board.

VI. ELIGIBLE PROGRAMS OF STUDY

Beginning with academic year 2024-25, eligible programs of study are degree-providing programs of study in education or engineering and in shortage areas designated by the Commission in consultation with the Department of Education, the Department of Labor, and the Department of Economic Development (see Neb. Rev. Stat. 85-3006(1)(c)(ii)).

- For academic year 2024-25, the Commission has designated degree-providing programs of study in mathematics, health care, and computer information systems as eligible programs of study in addition to education and engineering.
- Approval *may* be granted by the Commission for scholarships to be awarded to eligible scholarship recipients enrolled in certificate-providing programs of study.
- The Commission, in consultation with the aforementioned departments, will periodically review and revise eligible programs of study based on periodic reviews of workforce needs in the state. Institutions may suggest changes to eligible shortage areas on an annual basis or seek statutory changes to the list of shortage areas.
- The Commission may convene an advisory group to assist in the identification of shortage areas.
- Institutions may initiate requests for additions to the list of eligible programs of study, by CIP code and within approved shortage areas, at any time. The Commission will notify all participating institutions of approved additions and post a current list with program titles and CIP codes on the Commission's website.

Please refer to Appendix A for a list of CIP codes and program titles of eligible programs of study. More information on the 2020 Classification of Instructional Programs (CIP) can be found on the National Center for Education Statistics website at <https://nces.ed.gov/ipeds/cipcode/default.aspx?y=56>.

VII. STUDENT ELIGIBILITY

A. Eligible Scholarship Recipients Generally

1. Scholarship recipients must live in Nebraska while receiving a scholarship but may be recruited from outside of Nebraska.
2. Scholarship recipients are awarded Career Scholarships based on their enrollment in a degree-providing eligible program of study (or certificate program if pre-approved by the Commission)..
3. Scholarship recipients may select another major and retain the scholarship award if the new program of study is an eligible program of study as defined in these guidelines.
4. Participation in the NCS program is capped at a maximum of four years.
5. Institutions may identify additional criteria for eligible scholarship recipients.

B. Eligibility for an Initial Award

1. To be eligible for an initial award, a scholarship recipient must be a first-time freshman or a transfer student as defined in the NCS Act (see Part III Definitions in these *Guidelines*) who achieved a score on the ACT of 18 or higher or who had a high school grade-point average of 3.0 or greater on a four-point scale.
 - Prior participation in high school dual credit courses does not count as previous enrollment in a postsecondary institution.
 - Students who enroll in a fall term and enrolled in college for the first time in the prior summer term are eligible.
2. Additional eligibility for first-time students:
 - Students who enroll in a preprogram for a selective-admission eligible program are eligible for a scholarship in their first year; subsequent scholarships should only be awarded if the student is accepted into the eligible program of study.
 - Students who have a future matriculation record for a limited-enrollment eligible program are eligible for a scholarship in their first year; subsequent scholarships should only be awarded if the student is accepted into the eligible program of study.

C. Ongoing Scholarship Recipient Eligibility

1. Renewals
 - The Career Scholarship is automatically renewable if the scholarship recipient continues to meet eligibility requirements of the scholarship and remains eligible to enroll. To maintain ongoing eligibility in the program, scholarship recipients must maintain

satisfactory academic standing, as defined in the institution's published Standards of Progress.

- To maintain eligibility, scholarship recipients must maintain an adequate enrollment pace that will enable completion of the program of study within four years, in accordance with their educational plan.
- Students who received a scholarship by enrolling in a preprogram for a selective admission eligible program may only receive a subsequent scholarship if the student is accepted into the eligible program of study.
- Students who received a scholarship by enrolling with a future matriculation record for a limited enrollment eligible program may only receive a subsequent scholarship if the student is accepted into the eligible program of study.
- Institutions may identify additional criteria for the ongoing eligibility of scholarship recipients.

2. Career-Related Work Experience

- Every scholarship recipient must register with the appropriate Career or Employment Services office at their institution and participate in a Nebraska-based internship, apprenticeship, clinical position, or employment in the field of study prior to their final term of the program of study.
- In order to receive disbursement of the scholarship for the final term, the scholarship recipient must have participated a career-related work experience. Institutions will document career-related work experiences for each scholarship recipient.

3. Major Changes

- Scholarship recipients who change their major to one not included as an eligible program of study will no longer receive the scholarship beginning the following term.

4. Dropouts and Stopouts

- Scholarship recipients who withdraw their enrollment in the institution and/or an eligible program of study will no longer receive the scholarship beginning the following term. While not required by the Commission, as deemed appropriate by the institution, the institution may require scholarship recipients who dropout or stopout to return a portion of their scholarship to the institution.

5. Transfer Students

- Scholarship recipients are awarded Career Scholarships by the Commission based on application to and recommendation by an individual institution. Transfer students between Nebraska institutions who were awarded a scholarship at the sending institution may receive a scholarship from the receiving institution at the discretion of the receiving institution and must follow the incoming institution's scholarship application process.

VIII. REPORTING

A. Use and Tracking of Cohorts

Reporting requires institutions to distinguish between each cohort's scholarship recipients (students who received a first scholarship during the grant period) and non-scholarship recipients. Institutions will also need to be able to distinguish between the cohort's first-time students and transfer students (even for non-scholarship recipients). Additionally, institutions will need to be able to distinguish the term within the grant period in which the student first enrolled. Reporting for each grant period will include information on the current cohort of scholarship recipients and non-scholarship recipients as well as information on every prior cohort of scholarship recipients and non-scholarship recipients.

B. Scholarship Recipient Data Requirements

A report by the institution on each cohort's scholarship recipients is due to the Commission by November 1 each year using the **#YEAR Career Scholarships – Private Institutions Cohort Report.xls** spreadsheets provided by the Commission. This report will include the following information on each scholarship recipient: name; address; email address; social security number; program of study; program of study category; name of degree awarded; how the student met initial eligibility; date of graduation; whether they graduated within 100% of normal time; a short description of their career-related work experience (including the name of businesses engaged with); their enrollment status and scholarship amounts per term; and year 2, year 3, and year 4 enrollment and scholarship status. The institution must also retain this information for a minimum of five years after the scholarship recipient completes the program.

The Commission may collaborate with the Nebraska Department of Labor to track scholarship recipient employment in Nebraska. In all cases, the Commission will not share sensitive personally identifiable information and reporting will be provided in aggregate form.

C. Legislative Reporting

The NCS Act requires that the following information be reported to the Commission, which will in turn submit a report on the NCS Act to the Clerk of the Legislature and Governor by December 1 of each year. The report will include information on each cohort, using the **#YEAR Career Scholarships – Private Institutions Legislative Report.xls** spreadsheets provided by the Commission, and is due to the Commission by November 1 each year.

For the reports due November 1, 2024, the Commission will require submission of historical cohort data to establish trends. The report includes metrics tracked by program and in aggregate. When reported by program, data should be reported within the categories of education, engineering, math, healthcare and computer information systems. Total columns should sum only these programs of study, not all programs of study offered by the institution.

The report includes metrics tracked by programs of study:

1. Education related
2. Engineering related
3. Mathematics related
4. Healthcare related
5. Computer Information Sciences related

Unless otherwise specified, scholarship recipients refers to first-time students and transfer students.

Legislative Requirement 1: Total number of students enrolled in each eligible program of study in the prior school year and such program's enrollment as of September 30 each year thereafter.

Reporting notes:

- Enrollment reflects total program enrollment; that is, all program enrollment of NCS recipients and non-scholarship recipients.
- Enrollment could be duplicated headcount if a student is enrolled in more than one program category.

To establish trends, specific data required for reports due November 1, 2024, includes:

- The number of students enrolled on September 30, 2020
- The number of students enrolled on September 30, 2021
- The number of students enrolled on September 30, 2022
- The number of students enrolled on September 30, 2023
- The number of students enrolled on September 30, 2024

Legislative Requirement 2: The total number of scholarship recipients enrolled in each eligible program as of September 30 for the current academic year and the total number of such scholarship recipients who are newly enrolled in each eligible academic program for each academic year.

Reporting notes:

- Count of scholarship recipients should be deduplicated across terms and programs of study (if a scholarship recipient is enrolled in more than one program of study a primary program of study should be identified).

To establish trends, specific data required for reports due November 1, 2024, includes:

- The number of NCS recipients enrolled on September 30, 2020
- The number of NCS recipients enrolled on September 30, 2021
- The number of NCS recipients enrolled on September 30, 2022
- The number of NCS recipients enrolled on September 30, 2023
- The number of NCS recipients enrolled on September 30, 2024
- The number of NCS recipients newly enrolled on September 30, 2020
- The number of NCS recipients newly enrolled on September 30, 2021
- The number of NCS recipients newly enrolled on September 30, 2022
- The number of NCS recipients newly enrolled on September 30, 2023
- The number of NCS recipients newly enrolled on September 30, 2024

Legislative Requirement 3: The total number of students retained year-over-year in each program of study.

Reporting notes:

- Count of students includes NCS recipients and non-scholarship recipients.

- A student who changes their program of study, even if it is to another eligible program of study, is not considered retained.
- Count should be determined as of the census date of the first term of the following grant period.

To establish trends, specific data required for the reports due November 1, 2024, includes:

- The number of 2020-21 program majors (NCS recipients and nonrecipients) retained in the eligible program of study as of census data fall 2021
- The number of 2021-22 program majors (NCS recipients and nonrecipients) retained in the eligible program of study as of census date fall 2022
- The number of 2022-23 program majors (NCS recipients and nonrecipients) retained in the eligible program of study as of census date fall 2023
- The number of 2023-24 program majors (NCS recipients and nonrecipients) retained in the eligible program of study as of census date 2024
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Legislative Requirement 4: A comparison of the retention rate of NCS recipients and non-scholarship recipients.

Reporting notes:

- An NCS recipient who is enrolled in an eligible program, even if the student changed their program of study, as of the census date of the first term of the following grant period is considered retained.

Specific data required includes:

- The number of NCS recipients retained from the previous year
- The retention rate of NCS recipients
- The retention rate of non-scholarship recipients
- The difference in the retention rate of NCS recipients and the retention rate of non-scholarship recipients

To establish trends, specific data required for the reports due November 1, 2024, includes:

- The number of 2020-21 NCS recipients retained in the eligible program of study as of census date fall 2021
- The number of 2021-22 NCS recipients retained in the eligible program of study as of census date fall 2022
- The number of 2022-23 NCS recipients retained in the eligible program of study as of census date fall 2023
- The number of 2023-24 NCS recipients retained in the eligible program of study as of census date fall 2024
- The retention rate of 2020-21 NCS recipients to census date fall 2021
- The retention rate of 2021-22 NCS recipients to census date fall 2022
- The retention rate of 2022-23 NCS recipients to census date fall 2023
- The retention rate of 2023-24 NCS recipients to census date fall 2024
- The retention rate of 2020-21 non-scholarship recipients to census date fall 2021
- The retention rate of 2021-22 non-scholarship recipients to census date fall 2022
- The retention rate of 2022-23 non-scholarship recipients to census date fall 2023

- The retention rate of 2023-24 non-scholarship recipients to census date fall 2024
- The difference in retention rates of fall 2021 NCS and non-scholarship recipients
- The difference in retention rates of fall 2022 NCS and non-scholarship recipients
- The difference in retention rates of fall 2023 NCS and non-scholarship recipients
- The difference in retention rates of fall 2023 NCS and non-scholarship recipients

Legislative Requirement 5 : The number of students in each program of study participating in an internship, apprenticeship, clinical position, or major-related field of employment during enrollment and comparing participation rates for scholarship and non-scholarship recipients.

Reporting notes:

- Data should include both NCS recipients and non-scholarship recipients.

Specific data required includes:

- The number of NCS recipients who participated in a career-related work experience
- The rate of NCS recipients who participated in a career-related work experience
- The rate of non-scholarship recipients who participated in a career-related work experience
- The difference in the career-related work experience participation rate of NCS recipients and of non-scholarship recipients

To establish trends, specific data required for the reports due November 1, 2024, includes:

- The number of NCS recipients who participated in a career-related work experience in 2020-21
- The number of NCS recipients who participated in a career-related work experience in 2021-22
- The number of NCS recipients who participated in a career-related work experience in 2022-23
- The number of NCS recipients who participated in a career-related work experience in 2023-24
- The rate of NCS recipients who participated in a career-related work experience in 2020-21
- The rate of NCS recipients who participated in a career-related work experience in 2021-22
- The rate of NCS recipients who participated in a career-related work experience in 2022-23
- The rate of NCS recipients who participated in a career-related work experience in 2023-24
- The rate of non-NCS recipients who participated in a career-related work experience in 2020-21
- The rate of non-NCS recipients who participated in a career-related work experience in 2021-22
- The rate of non-NCS recipients who participated in a career-related work experience in 2022-23
- The rate of non-NCS recipients who participated in a career-related work experience in 2023-24
- The difference in the career-related work experience participation rate of NCS recipients and non-scholarship recipients in 2020-21
- The difference in the career-related work experience participation rate of NCS recipients and non-scholarship recipients in 2021-22
- The difference in the career-related work experience participation rate of NCS recipients and non-scholarship recipients in 2022-23
- The difference in the career-related work experience participation rate of NCS recipients and non-scholarship recipients in 2023-24

Legislative Requirement 6: The total number of graduates in each program of study, stating the number of scholarship recipients and comparing the graduation rate versus non-scholarship students.

Reporting notes:

- Graduation rates means the percentage of students completing their program of study within 100% of normal time.
- When calculating graduation rates, only include students who are, or were, enrolled in programs that have reached the graduation rate definition above. For example, if 100% of normal time completion for students seeking a degree is 4 years, only include the students/programs where enough time has elapsed for 4 years to have completed.
- The graduation rate should be calculated as the cohort's number of graduated students divided by all students in the cohort (including students who drop out or stop out).

Specific data required includes:

- The number of graduates (including both NCS recipients and non-scholarship recipients) that have graduated from their program of study
- The number of NCS recipients who have graduated from their program of study
- The graduation rate of scholarship recipients
- The graduation rate of non-scholarship recipients
- The difference in the graduation rate of NCS recipients and non-scholarship recipients

To establish trends, specific data required for the reports due November 1, 2024, includes:

- The number of 2020-2021 graduates (NCS and non-NCS students) who completed their program of study
- The number of 2021-2022 graduates (NCS and non-NCS students) who completed their program of study
- The number of 2022-2023 graduates (NCS and non-NCS students) who completed their program of study
- The number of 2023-2024 graduates (NCS and non-NCS students) who completed their program of study

- The number of 2020-2021 NCS-recipient graduates who completed their program of study
- The number of 2021-2022 NCS-recipient graduates who completed their program of study
- The number of 2022-2023 NCS-recipient graduates who completed their program of study
- The number of 2023-2024 NCS-recipient graduates who completed their program of study

- The graduation rate of 2020-21 NCS recipients who completed their program of study
- The graduation rate of 2021-22 NCS recipients who completed their program of study
- The graduation rate of 2022-23 NCS recipients who completed their program of study
- The graduation rate of 2023-24 NCS recipients who completed their program of study

- The graduation rate of 2020-21 non-NCS recipients who completed their program of study
- The graduation rate of 2021-22 non-NCS recipients who completed their program of study
- The graduation rate of 2022-23 non-NCS recipients who completed their program of study
- The graduation rate of 2023-24 non-NCS recipients who completed their program of study

- The difference in graduation rates between 2020-21 NCS recipients and non-NCS recipients
- The difference in graduation rates between 2021-22 NCS recipients and non-NCS recipients
- The difference in graduation rates between 2022-23 NCS recipients and non-NCS recipients
- The difference in graduation rates between 2023-24 NCS recipients and non-NCS recipients

Legislative Requirement 7: The number of students in each program of study obtaining jobs in Nebraska within four months of graduation.

Reporting notes:

- Data should include scholarship recipients and non-scholarship recipients.
- Data should include students who obtained a job in Nebraska within four months after the quarter in which they graduated or as of September 30 each year, whichever is sooner.
- Due to the timing of the report, this may not include all students who have graduated where 4 months after graduation have not passed.

Specific data required includes:

- The number of all students who graduated and obtained a job in Nebraska within 4 months of graduation

To establish trends, specific data required for the reports due November 1, 2024, includes:

- The number of all students who graduated and obtained a job in Nebraska within 4 months of graduation in 2020-21
- The number of all students who graduated and obtained a job in Nebraska within 4 months of graduation in 2021-22
- The number of all students who graduated and obtained a job in Nebraska within 4 months of graduation in 2022-23
- The number of all students who graduated and obtained a job in Nebraska within 4 months of graduation in 2023-24

Legislative Requirement 8: Average starting salary of students in each program of study obtaining jobs in Nebraska within four months of graduation.

Reporting notes:

- Data should include scholarship recipients and non-scholarship recipients.
- Data should include students who obtained a job in Nebraska within four months after the quarter in which they graduated or as of September 30 each year, whichever is sooner.
- Due to the timing of the report, this may not include the salaries of all students who have graduated where 4 months after graduation have not passed.

Specific data required includes:

- The average starting salary for all students who graduated and obtained a job in Nebraska within 4 months of graduation

To establish trends, specific data required for the reports due November 1, 2024, includes:

- The average starting salary for all students who graduated and obtained a job in Nebraska within 4 months of graduation in 2020-21
- The average starting salary for all students who graduated and obtained a job in Nebraska within 4 months of graduation in 2021-22
- The average starting salary for all students who graduated and obtained a job in Nebraska within 4 months of graduation in 2022-23
- The average starting salary for all students who graduated and obtained a job in Nebraska within 4 months of graduation in 2023-24

PRELIMINARY

Appendix A. Eligible Program of Study CIP Codes and Titles

<u>CIP Code</u>	<u>CIP Titles</u>
11.0101	Computer and Information Sciences, General.
11.0102	Artificial Intelligence.
11.0103	Information Technology.
11.0104	Informatics.
11.0199	Computer and Information Sciences, Other.
11.0201	Computer Programming/Programmer, General.
11.0202	Computer Programming, Specific Applications.
11.0203	Computer Programming, Vendor/Product Certification.
11.0299	Computer Programming, Other.
11.0301	Data Processing and Data Processing Technology/Technician.
11.0401	Information Science/Studies.
11.0501	Computer Systems Analysis/Analyst.
11.0601	Data Entry/Microcomputer Applications, General.
11.0602	Word Processing.
11.0699	Data Entry/Microcomputer Applications, Other.
11.0701	Computer Science.
11.0801	Web Page, Digital/Multimedia and Information Resources Design.
11.0802	Data Modeling/Warehousing and Database Administration.
11.0803	Computer Graphics.
11.0804	Modeling, Virtual Environments and Simulation.
11.0899	Computer Software and Media Applications, Other.
11.0901	Computer Systems Networking and Telecommunications.
11.1001	Network and System Administration/Administrator.
11.1002	System, Networking, and LAN/WAN Management/Manager.
11.1003	Computer and Information Systems Security/Information Assurance.
11.1004	Web/Multimedia Management and Webmaster.
11.1005	Information Technology Project Management.
11.1006	Computer Support Specialist.
11.1099	Computer/Information Technology Services Administration and Management, Other.
11.9999	Computer and Information Sciences and Support Services, Other.
13.0101	Education, General.
13.0201	Bilingual and Multilingual Education.
13.0202	Multicultural Education.
13.0203	Indian/Native American Education.
13.0299	Bilingual, Multilingual, and Multicultural Education, Other.
13.0301	Curriculum and Instruction.
13.0501	Educational/Instructional Media Design.
13.0601	Educational Evaluation and Research.
13.0603	Educational Statistics and Research Methods.
13.0604	Educational Assessment, Testing, and Measurement.
13.0607	Learning Sciences.
13.0699	Educational Assessment, Evaluation, and Research, Other.
13.0701	International and Comparative Education.
13.0901	Social and Philosophical Foundations of Education.
13.1001	Special Education and Teaching, General.
13.1003	Education/Teaching of Individuals with Hearing Impairments Including Deafness.
13.1004	Education/Teaching of the Gifted and Talented.
13.1005	Education/Teaching of Individuals with Emotional Disturbances.
13.1006	Education/Teaching of Individuals with Mental Retardation.
13.1007	Education/Teaching of Individuals with Multiple Disabilities.

- 13.1008 Education/Teaching of Individuals with Orthopedic and Other Physical Health Impairments.
- 13.1009 Education/Teaching of Individuals with Vision Impairments Including Blindness.
- 13.1011 Education/Teaching of Individuals with Specific Learning Disabilities.
- 13.1012 Education/Teaching of Individuals with Speech or Language Impairments.
- 13.1013 Education/Teaching of Individuals with Autism.
- 13.1014 Education/Teaching of Individuals Who are Developmentally Delayed.
- 13.1015 Education/Teaching of Individuals in Early Childhood Special Education Programs.
- 13.1016 Education/Teaching of Individuals with Traumatic Brain Injuries.
- 13.1017 Education/Teaching of Individuals in Elementary Special Education Programs.
- 13.1018 Education/Teaching of Individuals in Junior High/Middle School Special Education Programs.
- 13.1019 Education/Teaching of Individuals in Secondary Special Education Programs.
- 13.1099 Special Education and Teaching, Other.
- 13.1201 Adult and Continuing Education and Teaching.
- 13.1202 Elementary Education and Teaching.
- 13.1203 Junior High/Intermediate/Middle School Education and Teaching.
- 13.1205 Secondary Education and Teaching.
- 13.1206 Teacher Education, Multiple Levels.
- 13.1207 Montessori Teacher Education.
- 13.1208 Waldorf/Steiner Teacher Education.
- 13.1209 Kindergarten/Preschool Education and Teaching.
- 13.1210 Early Childhood Education and Teaching.
- 13.1299 Teacher Education and Professional Development, Specific Levels and Methods, Other.
- 13.1301 Agricultural Teacher Education.
- 13.1302 Art Teacher Education.
- 13.1303 Business Teacher Education.
- 13.1304 Driver and Safety Teacher Education.
- 13.1305 English/Language Arts Teacher Education.
- 13.1306 Foreign Language Teacher Education.
- 13.1307 Health Teacher Education.
- 13.1308 Family and Consumer Sciences/Home Economics Teacher Education.
- 13.1309 Technology Teacher Education/Industrial Arts Teacher Education.
- 13.1310 Sales and Marketing Operations/Marketing and Distribution Teacher Education.
- 13.1311 Mathematics Teacher Education.
- 13.1312 Music Teacher Education.
- 13.1314 Physical Education Teaching and Coaching.
- 13.1315 Reading Teacher Education.
- 13.1316 Science Teacher Education/General Science Teacher Education.
- 13.1317 Social Science Teacher Education.
- 13.1318 Social Studies Teacher Education.
- 13.1319 Technical Teacher Education.
- 13.1320 Trade and Industrial Teacher Education.
- 13.1321 Computer Teacher Education.
- 13.1322 Biology Teacher Education.
- 13.1323 Chemistry Teacher Education.
- 13.1324 Drama and Dance Teacher Education.
- 13.1325 French Language Teacher Education.
- 13.1326 German Language Teacher Education.
- 13.1327 Health Occupations Teacher Education.
- 13.1328 History Teacher Education.
- 13.1329 Physics Teacher Education.
- 13.1330 Spanish Language Teacher Education.
- 13.1331 Speech Teacher Education.
- 13.1332 Geography Teacher Education.
- 13.1333 Latin Teacher Education.

13.1334	School Librarian/School Library Media Specialist.
13.1335	Psychology Teacher Education.
13.1337	Earth Science Teacher Education.
13.1338	Environmental Education.
13.1399	Teacher Education and Professional Development, Specific Subject Areas, Other.
13.1401	Teaching English as a Second or Foreign Language/ESL Language Instructor.
13.1402	Teaching French as a Second or Foreign Language.
13.1499	Teaching English or French as a Second or Foreign Language, Other.
13.9999	Education, Other.
14.0101	Engineering, General.
14.0102	Pre-Engineering.
14.0301	Agricultural/Biological Engineering and Bioengineering.
14.0501	Biomedical/Medical Engineering.
14.0701	Chemical Engineering.
14.0799	Chemical Engineering, Other.
14.0802	Geotechnical Engineering.
14.0804	Transportation and Highway Engineering.
14.0805	Water Resources Engineering.
14.0899	Civil Engineering, Other.
14.0902	Computer Hardware Engineering.
14.0903	Computer Software Engineering.
14.0999	Computer Engineering, Other.
14.1001	Electrical, Electronics and Communications Engineering.
14.1003	Laser and Optical Engineering.
14.1004	Telecommunications Engineering.
14.1101	Engineering Mechanics.
14.1201	Engineering Physics.
14.1301	Engineering Science.
14.1401	Environmental/Environmental Health Engineering.
14.1801	Materials Engineering.
14.1901	Mechanical Engineering.
14.2001	Metallurgical Engineering.
14.2101	Mining and Mineral Engineering.
14.2201	Naval Architecture and Marine Engineering.
14.2301	Nuclear Engineering.
14.2401	Ocean Engineering.
14.2501	Petroleum Engineering.
14.2701	Systems Engineering.
14.2801	Textile Sciences and Engineering.
14.3201	Polymer/Plastics Engineering.
14.3301	Construction Engineering.
14.3401	Forest Engineering.
14.3501	Industrial Engineering.
14.3601	Manufacturing Engineering.
14.3701	Operations Research.
14.3801	Surveying Engineering.
14.3901	Geological/Geophysical Engineering.
14.4001	Paper Science and Engineering.
14.4101	Electromechanical Engineering.
14.4201	Mechatronics, Robotics, and Automation Engineering.
14.4301	Biochemical Engineering.
14.4401	Engineering Chemistry.
14.4501	Biological/Biosystems Engineering.
14.9999	Engineering, Other.

27.0101	Mathematics, General.
27.0102	Algebra and Number Theory.
27.0103	Analysis and Functional Analysis.
27.0104	Geometry/Geometric Analysis.
27.0105	Topology and Foundations.
27.0199	Mathematics, Other.
27.0301	Applied Mathematics, General.
27.0303	Computational Mathematics.
27.0304	Computational and Applied Mathematics.
27.0305	Financial Mathematics.
27.0306	Mathematical Biology.
27.0399	Applied Mathematics, Other.
27.0501	Statistics, General.
27.0502	Mathematical Statistics and Probability.
27.0503	Mathematics and Statistics.
27.0599	Statistics, Other.
27.9999	Mathematics and Statistics, Other.
51.0001	Health and Wellness, General.
51.0101	Chiropractic.
51.0201	Communication Sciences and Disorders, General.
51.0202	Audiology/Audiologist.
51.0203	Speech-Language Pathology/Pathologist.
51.0204	Audiology/Audiologist and Speech-Language Pathology/Pathologist.
51.0299	Communication Disorders Sciences and Services, Other.
51.0401	Dentistry.
51.0501	Dental Clinical Sciences, General.
51.0502	Advanced General Dentistry.
51.0503	Oral Biology and Oral and Maxillofacial Pathology.
51.0504	Dental Public Health and Education.
51.0505	Dental Materials.
51.0506	Endodontics/Endodontology.
51.0507	Oral/Maxillofacial Surgery.
51.0508	Orthodontics/Orthodontology.
51.0509	Pediatric Dentistry/Pedodontics.
51.0510	Periodontics/Periodontology.
51.0511	Prosthodontics/Prosthodontology.
51.0599	Advanced/Graduate Dentistry and Oral Sciences, Other.
51.0601	Dental Assisting/Assistant.
51.0602	Dental Hygiene/Hygienist.
51.0603	Dental Laboratory Technology/Technician.
51.0699	Dental Services and Allied Professions, Other.
51.0701	Health/Health Care Administration/Management.
51.0702	Hospital and Health Care Facilities Administration/Management.
51.0703	Health Unit Coordinator/Ward Clerk.
51.0704	Health Unit Manager/Ward Supervisor.
51.0705	Medical Office Management/Administration.
51.0706	Health Information/Medical Records Administration/Administrator.
51.0707	Health Information/Medical Records Technology/Technician.
51.0708	Medical Transcription/Transcriptionist.
51.0709	Medical Office Computer Specialist/Assistant.
51.0710	Medical Office Assistant/Specialist.
51.0711	Medical/Health Management and Clinical Assistant/Specialist.
51.0712	Medical Reception/Receptionist.
51.0713	Medical Insurance Coding Specialist/Coder.
51.0714	Medical Insurance Specialist/Medical Biller.

51.0715	Health/Medical Claims Examiner.
51.0716	Medical Administrative/Executive Assistant and Medical Secretary.
51.0717	Medical Staff Services Technology/Technician.
51.0718	Long Term Care Administration/Management.
51.0719	Clinical Research Coordinator.
51.0799	Health and Medical Administrative Services, Other.
51.0801	Medical/Clinical Assistant.
51.0802	Clinical/Medical Laboratory Assistant.
51.0803	Occupational Therapist Assistant.
51.0805	Pharmacy Technician/Assistant.
51.0806	Physical Therapy Technician/Assistant.
51.0808	Veterinary/Animal Health Technology/Technician and Veterinary Assistant.
51.0809	Anesthesiologist Assistant.
51.0810	Emergency Care Attendant (EMT Ambulance).
51.0811	Pathology/Pathologist Assistant.
51.0812	Respiratory Therapy Technician/Assistant.
51.0813	Chiropractic Assistant/Technician.
51.0814	Radiologist Assistant.
51.0815	Lactation Consultant.
51.0816	Speech-Language Pathology Assistant.
51.0899	Allied Health and Medical Assisting Services, Other.
51.0901	Cardiovascular Technology/Technologist.
51.0902	Electrocardiograph Technology/Technician.
51.0903	Electroneurodiagnostic/Electroencephalographic Technology/Technologist.
51.0904	Emergency Medical Technology/Technician (EMT Paramedic).
51.0905	Nuclear Medical Technology/Technologist.
51.0906	Perfusion Technology/Perfusionist.
51.0907	Medical Radiologic Technology/Science - Radiation Therapist.
51.0908	Respiratory Care Therapy/Therapist.
51.0909	Surgical Technology/Technologist.
51.0910	Diagnostic Medical Sonography/Sonographer and Ultrasound Technician.
51.0911	Radiologic Technology/Science - Radiographer.
51.0912	Physician Assistant.
51.0913	Athletic Training/Trainer.
51.0914	Gene/Genetic Therapy.
51.0915	Cardiopulmonary Technology/Technologist.
51.0916	Radiation Protection/Health Physics Technician.
51.0917	Polysomnography.
51.0918	Hearing Instrument Specialist.
51.0919	Mammography Technician/Technology.
51.0920	Magnetic Resonance Imaging (MRI) Technology/Technician.
51.0999	Allied Health Diagnostic, Intervention, and Treatment Professions, Other.
51.1001	Blood Bank Technology Specialist.
51.1002	Cytotechnology/Cytotechnologist.
51.1003	Hematology Technology/Technician.
51.1004	Clinical/Medical Laboratory Technician.
51.1005	Clinical Laboratory Science/Medical Technology/Technologist.
51.1006	Ophthalmic Laboratory Technology/Technician.
51.1007	Histologic Technology/Histotechnologist.
51.1008	Histologic Technician.
51.1009	Phlebotomy Technician/Phlebotomist.
51.1010	Cytogenetics/Genetics/Clinical Genetics Technology/Technologist.
51.1011	Renal/Dialysis Technologist/Technician.
51.1012	Sterile Processing Technology/Technician.
51.1099	Clinical/Medical Laboratory Science and Allied Professions, Other.
51.1101	Pre-Dentistry Studies.

51.1102	Pre-Medicine/Pre-Medical Studies.
51.1103	Pre-Pharmacy Studies.
51.1104	Pre-Veterinary Studies.
51.1105	Pre-Nursing Studies.
51.1106	Pre-Chiropractic Studies.
51.1107	Pre-Occupational Therapy Studies.
51.1108	Pre-Optometry Studies.
51.1109	Pre-Physical Therapy Studies.
51.1199	Health/Medical Preparatory Programs, Other.
51.1201	Medicine.
51.1401	Medical Scientist.
51.1501	Substance Abuse/Addiction Counseling.
51.1502	Psychiatric/Mental Health Services Technician.
51.1503	Clinical/Medical Social Work.
51.1504	Community Health Services/Liaison/Counseling.
51.1505	Marriage and Family Therapy/Counseling.
51.1506	Clinical Pastoral Counseling/Patient Counseling.
51.1507	Psychoanalysis and Psychotherapy.
51.1508	Mental Health Counseling/Counselor.
51.1509	Genetic Counseling/Counselor.
51.1599	Mental and Social Health Services and Allied Professions, Other.
51.1601	Nursing/Registered Nurse (RN, ASN, BSN, MSN).
51.1602	Nursing Administration (MSN, MS, PhD).
51.1603	Adult Health Nurse/Nursing.
51.1604	Nurse Anesthetist.
51.1605	Family Practice Nurse/Nurse Practitioner.
51.1606	Maternal/Child Health and Neonatal Nurse/Nursing.
51.1607	Nurse Midwife/Nursing Midwifery.
51.1608	Nursing Science (MS, PhD).
51.1609	Pediatric Nurse/Nursing.
51.1610	Psychiatric/Mental Health Nurse/Nursing.
51.1611	Public Health/Community Nurse/Nursing.
51.1612	Perioperative/Operating Room and Surgical Nurse/Nursing.
51.1613	Licensed Practical/Vocational Nurse Training (LPN, LVN, Cert., Dipl, AAS)
51.1614	Nurse/Nursing Assistant/Aide and Patient Care Assistant.
51.1616	Clinical Nurse Specialist.
51.1617	Critical Care Nursing.
51.1618	Occupational and Environmental Health Nursing.
51.1699	Nursing, Other.
51.1701	Optometry.
51.1801	Opticianry/Ophthalmic Dispensing Optician.
51.1802	Optometric Technician/Assistant.
51.1803	Ophthalmic Technician/Technologist.
51.1804	Orthoptics/Orthoptist.
51.1899	Ophthalmic and Optometric Support Services and Allied Professions, Other.
51.1901	Osteopathic Medicine/Osteopathy.
51.2001	Pharmacy.
51.2002	Pharmacy Administration and Pharmacy Policy and Regulatory Affairs.
51.2003	Pharmaceutics and Drug Design.
51.2004	Medicinal and Pharmaceutical Chemistry.
51.2005	Natural Products Chemistry and Pharmacognosy.
51.2006	Clinical and Industrial Drug Development.
51.2007	Pharmacoeconomics/Pharmaceutical Economics.
51.2008	Clinical, Hospital, and Managed Care Pharmacy.
51.2009	Industrial and Physical Pharmacy and Cosmetic Sciences.
51.2010	Pharmaceutical Sciences.

51.2011	Pharmaceutical Marketing and Management.
51.2099	Pharmacy, Pharmaceutical Sciences, and Administration, Other.
51.2101	Podiatric Medicine/Podiatry.
51.2201	Public Health, General.
51.2202	Environmental Health.
51.2205	Health/Medical Physics.
51.2206	Occupational Health and Industrial Hygiene.
51.2207	Public Health Education and Promotion.
51.2208	Community Health and Preventive Medicine.
51.2209	Maternal and Child Health.
51.2210	International Public Health/International Health.
51.2211	Health Services Administration.
51.2212	Behavioral Aspects of Health.
51.2299	Public Health, Other.
51.2301	Art Therapy/Therapist.
51.2302	Dance Therapy/Therapist.
51.2305	Music Therapy/Therapist.
51.2306	Occupational Therapy/Therapist.
51.2307	Orthotist/Prosthetist.
51.2308	Physical Therapy/Therapist.
51.2309	Therapeutic Recreation/Recreational Therapy.
51.2310	Vocational Rehabilitation Counseling/Counselor.
51.2311	Kinesiotherapy/Kinesiotherapist.
51.2312	Assistive/Augmentative Technology and Rehabilitation Engineering.
51.2313	Animal-Assisted Therapy.
51.2314	Rehabilitation Science.
51.2399	Rehabilitation and Therapeutic Professions, Other.
51.2401	Veterinary Medicine.
51.2501	Veterinary Sciences/Veterinary Clinical Sciences, General.
51.2502	Veterinary Anatomy.
51.2503	Veterinary Physiology.
51.2504	Veterinary Microbiology and Immunobiology.
51.2505	Veterinary Pathology and Pathobiology.
51.2506	Veterinary Toxicology and Pharmacology.
51.2507	Large Animal/Food Animal and Equine Surgery and Medicine.
51.2508	Small/Companion Animal Surgery and Medicine.
51.2509	Comparative and Laboratory Animal Medicine.
51.2510	Veterinary Preventive Medicine, Epidemiology, and Public Health.
51.2511	Veterinary Infectious Diseases.
51.2599	Veterinary Biomedical and Clinical Sciences, Other.
51.2601	Health Aide.
51.2602	Home Health Aide/Home Attendant.
51.2603	Medication Aide.
51.2604	Rehabilitation Aide.
51.2699	Health Aides/Attendants/Orderlies, Other.
51.2703	Medical Illustration/Medical Illustrator.
51.2706	Medical Informatics.
51.2799	Medical Illustration and Informatics, Other.
51.3101	Dietetics/Dietitian.
51.3102	Clinical Nutrition/Nutritionist.
51.3103	Dietetic Technician.
51.3104	Dietitian Assistant.
51.3199	Dietetics and Clinical Nutrition Services, Other.
51.3201	Bioethics/Medical Ethics.
51.3300	Alternative and Complementary Medicine and Medical Systems, General.
51.3301	Acupuncture and Oriental Medicine.

51.3302	Traditional Chinese Medicine and Chinese Herbology.
51.3303	Naturopathic Medicine/Naturopathy.
51.3304	Homeopathic Medicine/Homeopathy.
51.3305	Ayurvedic Medicine/Ayurveda.
51.3306	Holistic Health.
51.3399	Alternative and Complementary Medicine and Medical Systems, Other.
51.3401	Direct Entry Midwifery.
51.3499	Alternative and Complementary Medical Support Services, Other.
51.3501	Massage Therapy/Therapeutic Massage.
51.3502	Asian Bodywork Therapy.
51.3503	Somatic Bodywork.
51.3599	Somatic Bodywork and Related Therapeutic Services, Other.
51.3601	Movement Therapy and Movement Education.
51.3602	Yoga Teacher Training/Yoga Therapy.
51.3603	Hypnotherapy/Hypnotherapist.
51.3699	Movement and Mind-Body Therapies and Education, Other.
51.3701	Aromatherapy.
51.3702	Herbalism/Herbalist.
51.3703	Polarity Therapy.
51.3704	Reiki.
51.3799	Energy and Biologically Based Therapies, Other.
51.3801	Registered Nursing/Registered Nurse.
51.3802	Nursing Administration.
51.3803	Adult Health Nurse/Nursing.
51.3804	Nurse Anesthetist.
51.3805	Family Practice Nurse/Nursing.
51.3806	Maternal/Child Health and Neonatal Nurse/Nursing.
51.3807	Nurse Midwife/Nursing Midwifery.
51.3808	Nursing Science.
51.3809	Pediatric Nurse/Nursing.
51.3810	Psychiatric/Mental Health Nurse/Nursing.
51.3811	Public Health/Community Nurse/Nursing.
51.3812	Perioperative/Operating Room and Surgical Nurse/Nursing.
51.3813	Clinical Nurse Specialist.
51.3814	Critical Care Nursing.
51.3815	Occupational and Environmental Health Nursing.
51.3816	Emergency Room/Trauma Nursing.
51.3817	Nursing Education.
51.3818	Nursing Practice.
51.3819	Palliative Care Nursing.
51.3820	Clinical Nurse Leader.
51.3821	Geriatric Nurse/Nursing.
51.3822	Women's Health Nurse/Nursing.
51.3899	Registered Nursing, Nursing Administration, Nursing Research and Clinical Nursing, Other.
51.3901	Licensed Practical/Vocational Nurse Training.
51.3902	Nursing Assistant/Aide and Patient Care Assistant/Aide.
51.3999	Practical Nursing, Vocational Nursing and Nursing Assistants, Other.
51.9999	Health Professions and Related Clinical Sciences, Other.