



Northeast Community College
Nontraditional Mentoring
Program

Brandi Rossman,
Director of New Beginnings

Nontraditional Program

- Northeast Community College has a mentoring program that supports students enrolled in a nontraditional program for their gender



What is a Nontraditional Career?

- Nontraditional is the term used to describe any occupation in which women (or men) comprise 25% or less of total employment.

Northeast Community College Nontraditional Programs for Women



- Agriculture
- Audio and Recording Technology
- Auto Body Repair Technology
- Automotive Technology
- Broadcasting
- Building Construction
- Law Enforcement
 - Criminal Justice
 - Corrections
- Diesel Technology

Northeast Community College

Nontraditional Programs for Women (cont.)

- Utility Line
- Truck Driving
- Welding
- Drafting
- Electrical Construction and Control
- Electromechanical Technology
- Heating, Ventilating & Air Conditioning
- Information Technology
- Biofuels Technology
- Horticulture/Golf Course Management

Benefits for women in Nontraditional careers

- Higher Wages
- Good Benefits
- Economic self-sufficiency
- Broader job opportunities
- Advancement potential
- Job Satisfaction

Northeast Community College Nontraditional Programs for Men

- Early Childhood
- Elementary Education
- Nursing
- Physical Therapist Assistant
- Radiologic Technology



Benefits for men in nontraditional careers

- Opportunities for advancement
- Fulfilling work
- Broader job opportunities
- Job Satisfaction

Program Logistics

- A first year student is matched with a second year student in the same non-traditional program of study
- The mentor is a guide, a role-model and a helper
- The pair meets once a week for the duration of the school year
- The 'mentor' offers the 'mentee' academic support, encouragement and advice of their non-traditional program of study
- The mentor can answer questions about instructors, course content or assist with any challenges that may occur as a result of being a minority in the chosen program
- The mentor is paid a small stipend for his/her time

Why mentoring?

- Mentoring is an important tool in recruiting and retaining students in non-traditional career fields
- Students enrolled in nontraditional programs face numerous barriers, including socialization to traditional gender roles, unsupportive friends and family, negative attitudes of classmates and co-workers, and isolation and sexual harassment in classrooms
- The one-on-one support the mentor provides is invaluable as the student works towards his/her educational and career goals
- Through mentoring, the first year student feels supported and encouraged to continue working towards their goals, despite possible barriers

Is it Working?

- Northeast Community College started the nontraditional mentoring program in 2005 as an addition to the services provided by the Carl Perkins non-traditional grant
- According to the Nebraska Department of Education Perkins Accountability Report, NECC had an increase of over 3% of students participating in a non-traditional and an increase of over 2% completing a non-traditional program
- NECC works diligently to promote non-traditional careers and programs to new students

What Services are Available to Nontraditional students at NECC?

- Individual assistance and support for reaching educational and vocational goals
- Career planning to explore interests abilities and career options
- Financial Assistance for tuition, textbooks, mileage and childcare
- Mentoring Program to foster relationships between other non-traditional students enrolled in the same program
- Referrals to other financial and support services
- Job shadowing services to arrange for career exploration and observance

Here's what some NECC Non-traditional students have to say:

- “Being a mentor in a non-traditional program has helped me build a stronger relationship with other students in my major. The New Beginnings program has helped me financially and helped me in building character. I feel well respected as a female in a non-traditional career major.”
 - Becky-Broadcasting-Radio/TV
- New Beginnings mentoring program has helped to adjust and be more familiar with the broadcasting program. The support from other females is helpful in a male-dominated field. The weekly support meetings are helpful to better understand topics such as finances, study guides & stress.
 - Suzie-Broadcasting-Radio/TV

Interesting Statistics

- By the year 2008, women will make up about 48% of the labor force, as compared to 45% in 1988.
- Jobs traditionally held by men offer wages 50% to 75% higher than those traditionally held by women.
- The National Women's Law Center reports that median annual earnings for Nebraska women in 2004 were \$25,000, compared to \$29,200 for women in the United States.

Contact Information

- Interested persons may contact:

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