

**Coordinating Commission for Postsecondary Education
Review of Existing Instructional Programs**

Institution: Central Community College **Program:** Heavy Equipment Operator

I certify the following:

- the information provided regarding this program is accurate
- the above-named institution has in place a procedure for reviewing instructional programs
- such review took place and was presented to the institution’s governing board on **May 21, 2026**
- the governing board’s action was: **Approved - pending**

Signed: _____
(Chief Academic Officer or designated representative)

(Date)

Evidence of Demand and Efficiency

		20-21	21-22	22-23	23-24	24-25	5 yr avg*
Student Credit Hours (SCH)		326	455	429	137	496	368.60
Faculty Full-time Equivalency (FTE)		1.47	1.47	1.91	1.60	1.72	1.63
SCH/Faculty FTE		221.77	309.52	224.61	85.63	288.37	226.13
Number of Degrees and Awards <i>(list degrees/awards separately)</i>	AAS	2	2	5	1	1	2.2
	Diploma	8	13	12	4	13	10.0
	Certificate						
	Total Awards	10	15	17	5	14	12.2

*By term analysis combined to conduct an annual review. Numbers reported reflect 3 negotiated contract periods (FA17-SU20, FA20-SU22, FA22-SU25). Numbers for 22-23 and 23-24 FTE reflect updated tracking method for part-time instructors.

Evidence of Need (provide a detailed explanation below or attach documentation)

Justification if the program is below either of the CCPE thresholds—complete page 2

For CCPE use: reviewer/date

Justification if the program is below CCPE thresholds—check one or more boxes and provide a detailed explanation or attach a document

Program is critical to the role and mission of the institution (detailed explanation).

Program contains courses supporting general education or other programs (detailed explanation).

Interdisciplinary program (providing the program meets the requirements set in the existing policy for interdisciplinary programs) (explain).

Student or employer demand, or demand for intellectual property is high and external funding would be jeopardized by discontinuing the program (explain).

Program provides unique access to an underserved population or geographical area (explain).

Program meets a unique need in the region, state, or nation (explain).

The program has one full-time instructor and a program director shared with Truck Driving. The full-time instructors work primarily with first-year students, and the director works with second-year students when we have second-year students. The FTEF is the same whether we have both first and second-year students or only first-year students. Industry feedback through advisory committee meetings and scholarship support for students suggests we are graduating students with desired knowledge and skills.

CCC's program is the only Heavy Equipment Operator program in Nebraska.

Program is newly approved within the last five years (no additional justification needed).

Other (detailed explanation).



Heavy Equipment Operator

Coordinating Commission Seven-Year Review 2026

Information in this report reviewed and recommended to cabinet:

Central Community College Educational Services, 04/23/2026

Recommended continuation of programs without monitoring:

Central Community College College Cabinet, 05/07/2026

Central Community College Board of Governors, 05/21/2026-PENDING

Matt McCann - Program Director
Jason Baker - Program Instructor
Andrew Rayburn - Program Trainer

Alison Feeney - Associate Dean of Instruction, Career & Technical Sciences
Dr. Nate Allen - Dean of Instruction, Career & Technical Sciences
Dr. Christopher Waddle - Division Vice President, Career & Technical Sciences

Heavy Equipment Operator Program

Program Review Summary – Dr. Nate Allen

The Heavy Equipment Operator Technician (HEOT) program has been in existence for nine years. The program was originally designed to be a one-year program with students earning a diploma. To provide students with the opportunity to earn an associate degree, a second year of the program was developed and added with industry input. While many students choose the one-year diploma as their initial educational goal, we are encouraging more students to complete the second year of the program to earn an Associate of Applied Science (AAS) degree in HEOT. Unlike other technical programs at Central Community College, there are no certificates awarded in HEOT.

The HEOT program has typically maintained 15 or more full-time students in the fall semester many of which are new students beginning the diploma program. In the fall of 2023, only five new students started the program which led to a lower than usual number of registered student credits. With one full-time instructor and a full-time program director shared with the Truck Driving program, the full-time faculty equivalency remains the same each year resulting in a low ratio of student credit hours to full-time equivalent faculty. With years such as 2021-2022, the ratio reached nearly 310 credits per FTEF. While the five-year average of student credit hours to full-time equivalent faculty is below 275, student enrollment in both the first and the second year of the program is important to the success of the program given we are limited by the amount of equipment and maintaining a 1:1 ratio of students to equipment in providing ample hands-on learning expected by industry.

The faculty and program director in HEOT continue to work with the Purchasing department to explore alternative ways to lease equipment to allow budgeted funds to extend further. Leasing additional equipment without the need for additional funding is desired to support enrollment growth. Industry feedback through employer surveys, program visits, and program advisory committee meetings demonstrates the program is effectively preparing students. Employers regularly share that students are well prepared for industry with hands-on learning gained through the program. Industry support is highlighted by the industry funding provided annually through scholarships from multiple associations and individual contributions.

While the program falls below the ratio of 275 for student credits to full-time equivalent faculty, the program meets the threshold for awards earned annually; we recommend continuation of the program.

Program: Heavy Equipment Operator

I. College Mission: Central Community College maximizes student and community success.

II. College Vision:

CCC's vision is to be a leader through measuring:

- Student success in reaching their educational goals through a quality education led by dedicated faculty and staff, resulting in career opportunities, credit transfers, continued education, and a positive return on investment for students and the community.
- Preparation of a skilled workforce through expanded work-based learning partnerships and entrepreneurship opportunities, while utilizing modern facilities, technologies, and alumni engagement.
- Partnerships with public and private entities to develop innovative solutions that address the evolving needs of current and future residents and our communities.

III. Program Mission Statement:

The program provides NCCER accredited, hands-on training with industry standard equipment and simulators, guided by industry partners to ensure a safe and effective learning environment. It prepares graduates for entry level heavy equipment operation roles by developing both technical skills and comprehensive jobsite knowledge, enabling success in various work situations.

IV. Program Vision Statement:

The program prepares skilled heavy equipment operators through hands-on, NCCER-accredited training at a primary site offering degree and diploma pathways. Using industry-standard equipment and leading simulator technology, the program provides a safe, professional learning environment and continuously improves through guidance from industry partners.

Labor Market Data

Labor market data is provided by Lightcast, which shows which jobs, skills, and education are in demand in CCC's service area, Nebraska, and nationally. It pulls information from official government sources such as the US Census Bureau, Bureau of Economic Analysis, and Bureau of Labor Statistics, and is enriched with data from online social profiles, resumes, and job postings to provide a complete view of the workforce.

Report Parameters: 2026 to 2031 Forecast

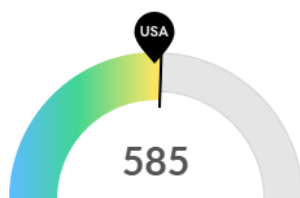
Lightcast Q4 2025 Data Set

HEOT Occupations:

SOC Code	SOC Title	SOC Definition
47-2071	Paving, Surfacing, and Tamping Equipment Operators	Operate equipment used for applying concrete, asphalt, or other materials to road beds, parking lots, or airport runways and taxiways or for tamping gravel, dirt, or other materials. Includes concrete and asphalt paving machine operators, form tampers, tamping machine operators, and stone spreader operators.
47-2073	Operating Engineers and Other Construction Equipment Operators	Operate one or several types of power construction equipment, such as motor graders, bulldozers, scrapers, compressors, pumps, derricks, shovels, tractors, or front-end loaders to excavate, move, and grade earth, erect structures, or pour concrete or other hard surface pavement. May repair and maintain equipment in addition to other duties. Excludes "Extraction Workers" (47-5000) and "Crane and Tower Operators" (53-7021).

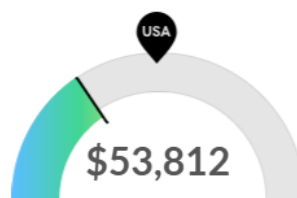
Job Demand Summary

Light Job Posting Demand Over an Average Supply of Regional Jobs



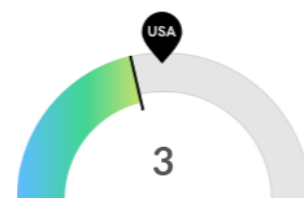
Jobs (2026)

Your area is about average for this kind of job. The national average for an area this size is 565* employees, while there are 585 here.



Compensation

Earnings are low in your area. The national median salary for your occupations is \$57,844, compared to \$53,812 here.



Job Posting Demand

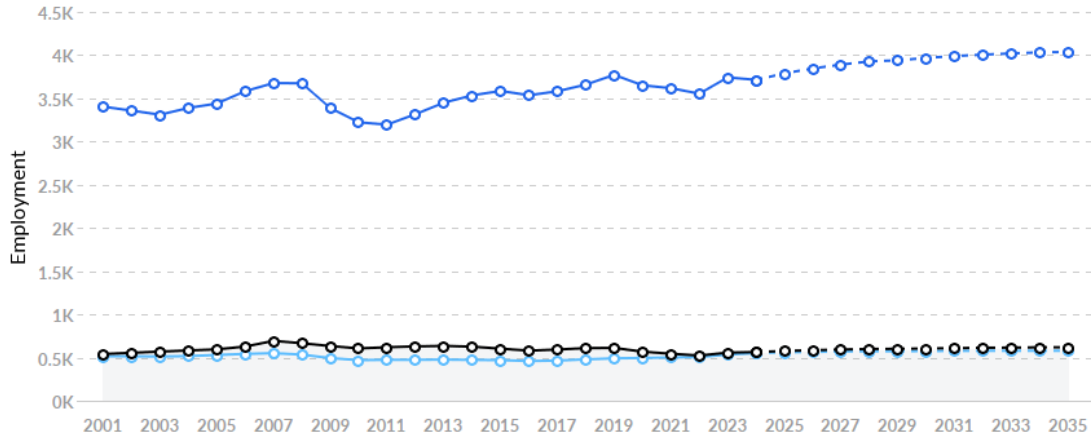
Job posting activity is low in your area. The national average for an area this size is 4* job postings/mo, while there are 3 here.

*National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

Jobs Forecast

Regional Employment Is About Equal to the National Average

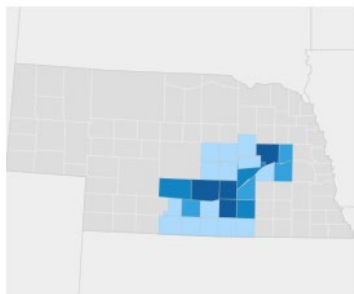
An average area of this size typically has 565* jobs, while there are 585 here.



Region	2026 Jobs	2031 Jobs	Change	% Change
● CCC Service Area	585	609	25	4.3%
● National Average	565	577	11	2.0%
● Nebraska	3,847	3,990	143	3.7%

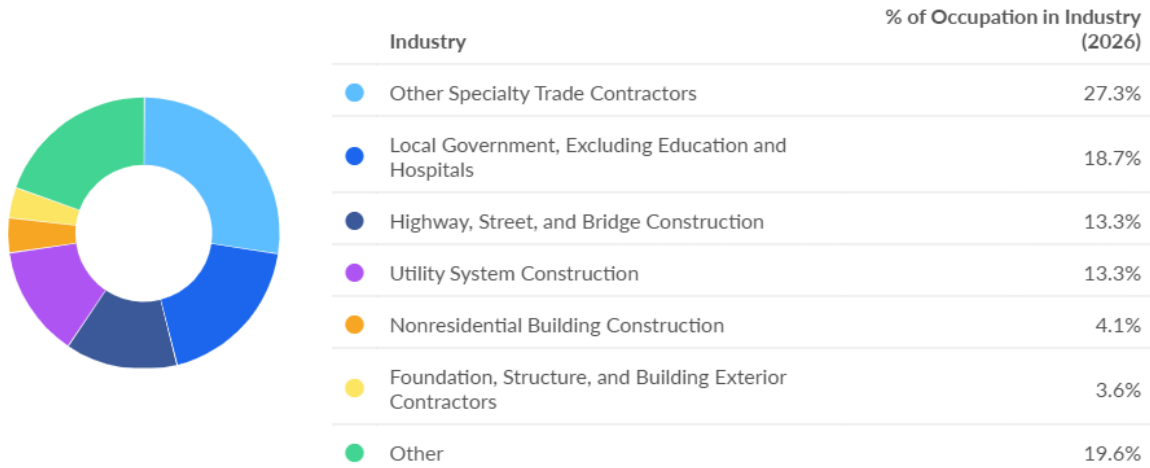
*National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

Regional Breakdown



County	2026 Jobs
Platte County, NE	90
Hall County, NE	88
Adams County, NE	87
Buffalo County, NE	74
Dawson County, NE	35

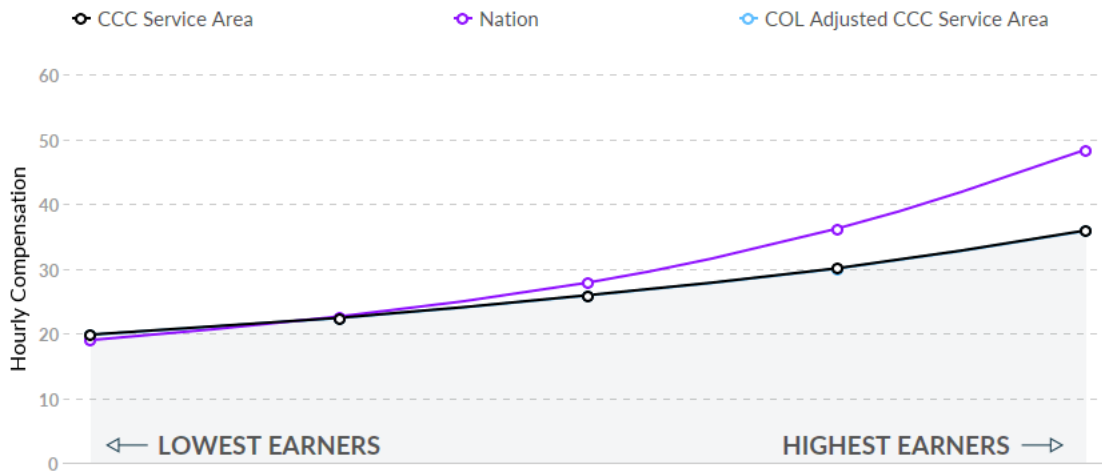
Most Jobs are Found in the Other Specialty Trade Contractors Industry Sector



Compensation

Regional Compensation Is 7% Lower Than National Compensation

For your occupations, the 2024 median wage in your area is \$25.87/hr, while the national median wage is \$27.81/hr.



Job Posting Activity



37 Unique Job Postings

The number of unique postings for this job over the last 12 months.



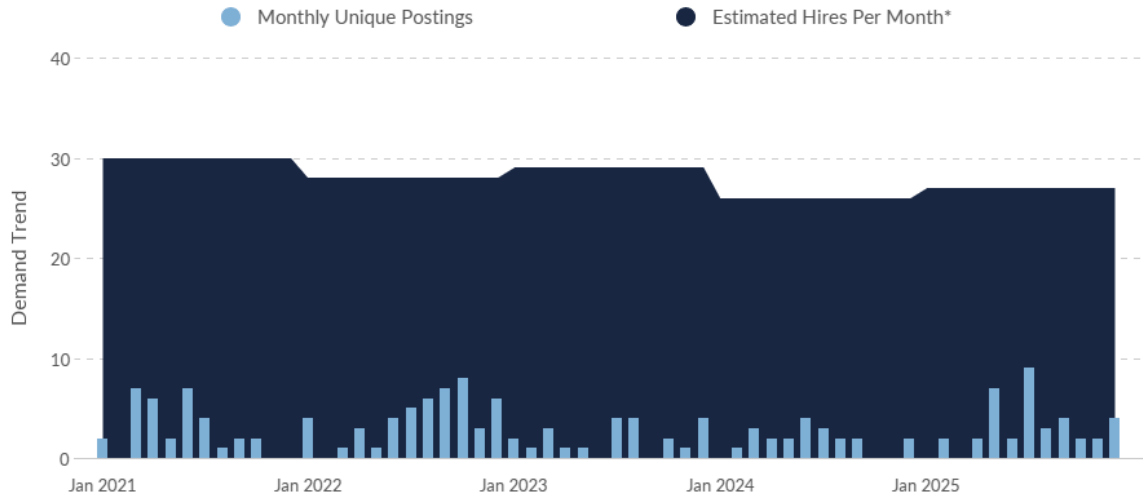
20 Employers Competing

All employers in the region who posted for this job over the last 12 months.



33 Day Median Duration

Posting duration is 10 days longer than what's typical in the region.



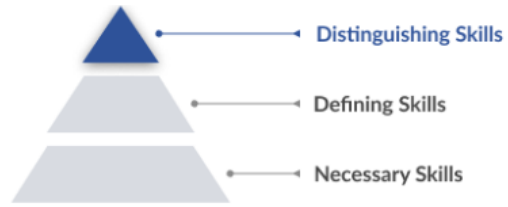
Occupation	Avg Monthly Postings (Jan 2025 - Dec 2025)	Avg Monthly Hires (Jan 2025 - Dec 2025)
Operating Engineers and Other Construction Equipment Operators	3	26
Paving, Surfacing, and Tamping Equipment Operators	0	0

*A hire is reported by the Quarterly Workforce Indicators when an individual's Social Security Number appears on a company's payroll and was not there the quarter before. Lightcast hires are calculated using a combination of Lightcast jobs data, information on separation rates from the Bureau of Labor Statistics (BLS), and industry-based hires data from the Census Bureau.

Top Companies	Unique Postings	Top Job Titles	Unique Postings
Alter Trading	4	Heavy Equipment Operators	10
Adams County	3	Motor Grader Operators	6
Advance Services	2	Equipment Operators	5
City Of Hastings	2	Light Equipment Operators	4
Gary Smith Construction	2	Asphalt Roller Operators	2
Push [Montreal]	2	Servers/Utilities	2
Waste Connections	2	Bulk Loaders	1
Werner Construction	2	Civil Superintendents	1
Allcom Global Services	1	Construction Operators	1
Cliffs Natural Resources	1	Lead Equipment Operators	1

Top Distinguishing Skills By Demand

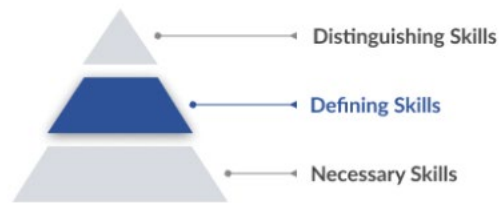
An occupation's Distinguishing Skills are the advanced skills that are called for occasionally. An employee with these skills is likely more specialized and able to differentiate themselves from others in the same role.



Skill	Salary Boosting	Job Postings Requesting	Projected Growth	Growth Relative to Market
Skid Steer Loaders	✘	5	+5.3%	Stable

Top Defining Skills By Demand

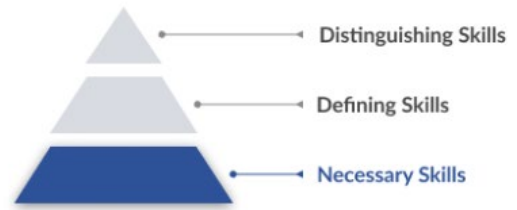
An occupation's Defining Skills represent the day-to-day tasks and responsibilities of the job. An employee needs these skills to qualify for and perform successfully in this occupation.



Skill	Salary Boosting	Job Postings Requesting	Projected Growth	Growth Relative to Market
Heavy Equipment	✘	15	+11.3%	Growing
Backhoes	✘	10	+6.9%	Stable
Construction	✔	8	+10.5%	Growing
Front End Loaders	✘	5	+17.5%	Growing
Valid Driver's License	✘	4	+7.5%	Stable
Paving	✘	2	+10.4%	Growing
Asphalt Paving	✘	0	+7.0%	Stable
Oil and Gas	✘	0	0.0%	
Dozer	✘	0	+9.7%	Growing

Top Necessary Skills By Demand

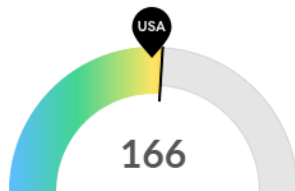
An occupation's Necessary Skills are the specialized skills required for that job and relevant across other similar jobs. An employee needs these skills as building blocks to perform the more complex Defining Skills.



Skill	Salary Boosting	Job Postings Requesting	Projected Growth	Growth Relative to Market
Machinery	✘	13	+8.0%	Stable
Commercial Driver's License (CDL)	✘	9	+4.4%	Lagging
Safety Standards	✘	8	+5.9%	Stable
Forklift Truck	✘	7	+5.5%	Stable
CDL Class A License	✘	6	+5.5%	Stable
Hand Tools	✘	5	+6.2%	Stable
Equipment Inspection	✘	4	+19.0%	Growing
Excavation	✘	3	+12.3%	Growing
Equipment Operation	✘	2	+11.1%	Growing
Traffic Control	✘	2	+11.3%	Growing

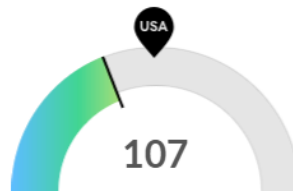
Occupation Demographics

Retirement Risk Is About Average, While Overall Diversity Is Low



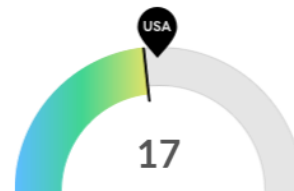
Retiring Soon

Retirement risk is about average in your area. The national average for an area this size is 157* employees 55 or older, while there are 166 here.



Racial Diversity

Racial diversity is low in your area. The national average for an area this size is 154* racially diverse employees, while there are 107 here.



Gender Diversity

Gender diversity is about average in your area. The national average for an area this size is 19* female employees, while there are 17 here.

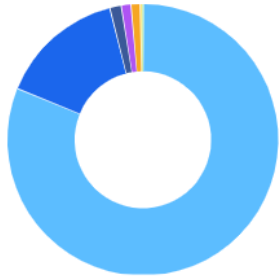
*National average values are derived by taking the national value for your occupations and scaling it down to account for the difference in overall workforce size between the nation and your area. In other words, the values represent the national average adjusted for region size.

Occupation Age Breakdown



	% of Jobs	Jobs
14-18	0.6%	4
19-24	7.0%	39
25-34	19.7%	111
35-44	23.3%	131
45-54	19.9%	112
55-64	18.9%	106
65+	10.6%	60

Occupation Race/Ethnicity Breakdown



	% of Jobs	Jobs
White	81.1%	457
Hispanic or Latino	14.9%	84
Black or African American	1.4%	8
American Indian or Alaska Native	1.2%	7
Two or More Races	1.1%	6
Asian	0.3%	2
Native Hawaiian or Other Pacific Islander	0.1%	0

Occupation Gender Breakdown



	% of Jobs	Jobs
Males	96.9%	547
Females	3.1%	17

Occupational Programs



1 Program

Of the programs that can train for this job, 1 has produced completions in the last 5 years.

CIP Code **Top Programs**

49.0202 Construction/Heavy Equipment/Earthmoving Equipment Operatio

Top Schools

Central Community College



5 Completions (2024)

The completions from all regional institutions for all degree types.



59 Openings (2024)

The average number of openings for an occupation in the region is 28.

Completions (2024)

5

Completions (2024)

5

Key Trends and Insights of Labor Market Data:

Some of this labor market data can be misleading for our program. Based on feedback from contractors who regularly speak with our students, the actual annual pay for heavy equipment operators is often higher than what is reflected in the data. This may be due to our area being classified as rural, which can result in lower reported averages.

When reviewing data from more populated areas of Nebraska, wages are higher and there are more job openings for operators. This aligns with our enrollment trends, as we continue to see an increasing number of students coming from more densely populated regions each year.

Considering the current age of many operators in the workforce, the demand for trained heavy equipment operators is expected to continue growing over the next 10 years. Overall, the data does indicate that the heavy equipment operator field is growing and will continue to need skilled workers.

Supporting Data

Awards

Degree/ Credential Awarded	2020-21	2021-22	2022-23	2023-24	2024-25	5-yr total	5-yr avg.
AAS	2	2	5	1	1	11	2.2
Diploma	8	13	12	4	13	50	10.0
Certificate	0	0	0	0	0	0	0.0
Total Awards	10	15	17	5	14	61	12.2
Unduplicated # of graduates	9	13	17	5	14	58	11.6

	2020-21	2021-22	2022-23	2023-24	2024-25	5-yr total	5-yr avg.
Degrees	2	2	5	1	1	11	2.20
Total awards	10	15	17	5	14	61	12.20
FT program faculty	1.47	1.47	1.91	1.60	1.72	8.17	1.63
Degrees/ FT faculty	1.36	1.36	2.62	0.63	0.58	1.35	1.35
Awards/ FT faculty	6.80	10.20	8.90	3.13	8.14	7.47	7.48

LOA	Award Name	2020-21	2021-22	2022-23	2023-24	2024-25	5-yr total	5-yr avg.
AAS_HEOT	Heavy Equipment Operator Technician Degree	2	2	5	1	1	11	2.2
DIP_HEOT	Heavy Equipment Operator Technician Diploma	8	13	12	4	13	50	10.0
TOTAL		10	15	17	5	14	61	12.2

Key Trends and Insights of 2024-25 Awards:

The program is averaging two AAS degrees earned annually along with ten diplomas. The challenge remains with two-fold: completion of general education requirements and enrollment in the second year of the program. Students are consistently encouraged and challenged to complete and pass their general education courses. The second factor involves the second-year option. While the industry initially requested a one-year program, a second-year option was later developed to align with industry needs and provide additional, relevant training.

Student Credit Hours Produced per Faculty FTE

	2020-21	2021-22	2022-23	2023-24	2024-25	5-yr avg.
Student credit hours (SCH)	326	455	429	137	496	368.60
Faculty full-time equivalency (FTE)	1.47	1.47	1.91	1.60	1.72	1.63
SCH/ Faculty FTE	221.77	309.52	224.61	85.63	288.37	226.13

Source: Program Stats by Alpha and Instructor-Student FTE reports.

**By term analysis combined to conduct an annual review. Numbers reported reflect 3 negotiated contract periods (FA17-SU20, FA20-SU22, FA22-SU25). Numbers for 22-23 and 23-24 FTE reflect updated tracking method for part-time instructors.*

Key Trends and Insights of 2024-25 Student Credit Hours/ Faculty FTE:

Enrollment data demonstrates the program's demand and effectiveness. 2023-24 saw a smaller group of first-year students and no second-year students. Other than the one year, student credit hours have remained above 400 student credit hours enrolled with one full-time instructor and a program director with both teaching and administrative responsibilities. While the ratio of student credit hours to full-time equivalent faculty has fallen below 275 for two years, the program is doing well with 1.5 full-time equivalent instructors. The program is hands-on and equipment intensive with high lab hours incorporated. Current class size is capped at 16 students, and the program is now seeing enrollments beyond 16. The need for additional classroom space is occurring. To support a larger group of students each year, while maintaining instructional quality and safety standards, additional equipment would be necessary.

2026 Summary Statement:

The Heavy Equipment Operator Technician (HEOT) program has been in existence for nine years. The program was originally designed with industry input as a one-year diploma. To provide students with the opportunity to earn an associate degree, a second year of the program was developed and included missing coursework per industry guidance. Many students today choose only the one-year diploma as their educational goal. Unlike other technical programs, there are no certificates awarded. More recently, we are seeing more interest from students to complete an associate degree in HEOT. Student completion of

general education coursework continues to be an area of focus for the faculty and program director, as the completion of all required coursework impacts award attainment for both the diploma and AAS degree.

The faculty member and program director in HEOT are exploring with the Purchasing department alternative ways to lease equipment to allow budgeted funds to extend further. Lease of additional equipment without additional funds support enrollment capacity and growth with availability of additional pieces of equipment. Industry feedback in both the employer survey, program visits, and program advisory committee meetings demonstrates the program is effectively preparing students through completion of both the diploma and degree. They regularly share that students are well prepared for industry with hands-on learning. This is highlighted by the industry funding provided annually through scholarships from multiple associations and individual commitments.