



North Central Health Care

YOUR FUTURE, SUPPORTED

Explore our **Unrivaled Benefits Package** + Other **Premium Perks** of Employment with Us.

At North Central Health Care, we know that the work you do matters, and so do you. Whether you're kicking off your career, building your skills, or thinking about the future, we've got your back. From solid health coverage and real time off to growth opportunities and a pension that sets you up for life, our benefits are built to help you thrive, at work and beyond. Because when you're supported, you can do incredible things.

Testimonial

"The benefits here are excellent, especially the WRS Retirement program, it's a rare and valuable perk you won't find in most health care systems. Every day brings something meaningful and different. I get to help staff, coworkers, clients, and residents, and **it's rewarding to be part of an organization that truly supports the community.**

What makes NCHC stand out is the unique population we serve and the variety of specialties you won't see anywhere else, from the vent unit to the psych unit. Our culture is positive and supportive, and no matter where you go, people are always willing to help. The focus is always on the resident and the client, and that's what makes this a great place to work."

– Renee, RN North Central Health Care

"We know when you feel supported you can do incredible things."



a culture built on **GROWTH & LEARNING**

Join an organization that supports your education, personal growth, and career goals.

Your development is part of our mission and culture at NCHC. From day one, employees have access to learning opportunities, professional development programs, and certification support designed to help them reach their full potential. Our leaders take an active role in mentoring and encouraging continued education, creating an environment where learning is celebrated and advancement is possible at every level. Whether you're gaining new skills, pursuing additional credentials, or stepping into a leadership role, **NCHC is committed to supporting your journey every step of the way.**

64%

of our leadership staff
are **internal promotions**

caitlin's story



From NCHC Hospitality Assistant to Program Manager

WHEN HARD WORK MEETS OPPORTUNITY

Caitlin's career at North Central Health Care is a true example of growth in action. She began as a Hospitality Assistant and, through dedication, education, and the support of her leaders, advanced to become the Manager of our Stabilization and Recovery Program. Along the way, Caitlin **embraced every opportunity to learn**, earn new certifications, and take on greater responsibility.

Her journey reflects what's possible at NCHC, where hard work is recognized, learning is encouraged, and **employees are supported in reaching their full potential.**

Promoted to Manager of Stabilization & Recovery Services

Accepted this position in 2022

Promoted to Behavioral Health III

after receiving Bachelors in conjunction with our tuition reimbursement program

Promoted to Behavioral Health Pro

I transferred to Acute Care Services in 2019

Hired as a CNA

and started her journey with us in 2008

"One of my favorite questions to be asked is what opportunities for growth exist within NCHC, because it allows me to speak to my own experience and the gratitude I have for this organization. Over the years, NCHC has not only allowed me to grow but has actively supported that growth. The support, encouragement, and trust I've received from my team have helped me advance in ways I never imagined."

– Caitlin Jeske, North Central Health Care

an elevated **BENEFITS PACKAGE**

BASELINE BENEFITS

The essentials, covered. These aren't "extras" in our book, they're the basics every employee deserves.

**Health Insurance | Dental Insurance | Vision Insurance
Paid Time Off & Paid Holidays | Flexible Scheduling**

PREMIUM BENEFITS

We don't just offer great benefits, we elevate them. As one of the few employers in the area with such a comprehensive and package, we go above and beyond to make sure our team feels supported, valued, and rewarded every step of the way.

WRS Pension Plan

Pension with 7.2% employer matched contributions

Health Saving Account - Help pay medical expenses with an Annual Employer Contribution ranging from \$750 - \$2000.

Employee Assistance Program (EAP)

Free access to confidential mental health services.

Prescription Drug Plan with Extensive \$0 Drug list

Tuition Reimbursement

Advance your career while you work and we'll cover up to \$5,250 annually based on program.

Federal Loan Forgiveness (PSLF)

Tria Health & Sydney Health

Group Term Life Insurance

ADDITIONAL VOLUNTARY BENEFITS

Want to boost your benefits even more? We also offer a variety of additional voluntary benefits so you can customize your coverage and perks to fit your lifestyle.

**Income Continuation Insurance | Short-Term Disability
Critical Illness Coverage | Accident Insurance | More!**



about the

Wisconsin Retirement System **WRS PENSION PLAN**

Through WRS, your contributions are **matched at 7.2%** and invested in a fully funded, government-backed pension plan, providing **lifetime income after retirement**. It's true financial security built into every paycheck. Many WRS members are able to **retire early** thanks to this incredible benefit. You may not be thinking about retirement yet, but this is an opportunity you'll want to take advantage of early in your career—it's **one of the smartest investments you can make in your future**.



*View Our
Comprehensive Benefit
List Page*

student loan forgiveness + **TUITION ASSISTANCE**

Education should open doors, not hold you back. That's why NCHC provides financial programs that support your career growth while reducing the burden of student debt.



\$10,000 Behavioral Nurse-RN Sign-On
\$5,000 Therapist Retention Bonus

keep more of the cash you earn

TIRED OF STUDENT LOANS?

Erase them with NCHC and PSLF

Public Service Loan Forgiveness (PSLF) As a qualifying public service employer, NCHC employees may be eligible for the federal Public Service Loan Forgiveness Program. Full-time employees with federal student loans can have their remaining loan balance forgiven after 120 qualifying payments.

Working at NCHC gives you access to this incredible opportunity potentially **saving you thousands of dollars over your career.**

Employees who qualify for Public Service Loan Forgiveness save an average of \$60,000-\$80,000 on federal student loans.

SPONSORED CNA **CERTIFICATION**

North Central Health Care offers **free CNA training**, giving you the chance to become a Certified Nursing Assistant at no cost. All state exam fees are covered, including up to three attempts at the certification exam.

Ready to get started? Contact Learning & Development at nchclearning@norcen.org to enroll.

NCHC Tuition **ASSISTANCE**

Invest in your future with NCHC. Our Tuition Assistance Program helps you continue your education, build new skills, and advance your career—all while reducing out-of-pocket costs. Learn, grow, and keep moving forward with us.

ANNUAL ASSISTANCE RATES:

Certified Nursing Assistant Course.....	100%
Associate Degree or equivalent	\$1,000
Bachelor's Degree or equivalent	\$2,500
Master's, Ph.D., Nurse Practitioner (NP), or Physician Assistant (PA-C)	\$5,250

ELIGIBILITY HIGHLIGHTS:

- Minimum 1 year of service (RN & CNA candidates may qualify upon hire)
- Must work 20 hours a week or more
- Must be in good standing
- Degree must relate to current or future NCHC positions