



NCHC Referral Program

Our Staff Know Best

We take pride in our referral program. Over **30% of new hires come from staff referrals**, a testament to the pride and satisfaction our team feels in working here. Many of our direct care staff stay with NCHC for years, which is rare in healthcare, and speaks volumes about the **supportive culture** and **meaningful work** our employees experience every day.

Your Referral = Extra Cash

When you refer someone to NCHC and they're hired, you earn a referral bonus. It's our way of thanking you for helping bring great people to our team.

\$1,000 Part-time Staff Referral
\$2,000 Full-time Staff Referral

Refer in Three Simple Steps:

1. HAVE YOUR RECRUIT CREDIT YOU

When your recruit applies in UKG, they **must list your name** on their application or mention you to the recruiter during their first phone screen.

2. MEET THE CRITERIA

Your recruit **must work at NCHC for 90 days**, and both of you must be in good standing.

3. GET PAID!

After 90 days, once all requirements are met, you'll **earn a referral bonus** as a thank-you for helping us grow our incredible team.

Referral Pro Tip:

Think classmates, roommates, friends from past jobs, or anyone who'd thrive in a place that values people, purpose, and impact.



Make a Difference. Every Day.

If you're driven by a desire to help others, North Central Health Care is the place for you. Join a team where your work has a real impact on the lives of people right here in our community. **At NCHC, every role is an opportunity to make a meaningful difference.**

View Realistic Job Previews

Curious About Working at NCHC? Hear directly from our employees! Watch videos and read realistic job previews. From daily tasks to the rewards and challenges of each role. Get an authentic look at the work, your future team, and what to expect, so you can see if a career at NCHC is the right fit.



SCAN TO WATCH!



www.norcen.org/RJP

Start Your Journey with Us!

Email hresources@norcen.org Call 715.858.4432



North Central Health Care Career Roadmap

Join a **Mission-Driven Team** Improving Lives Across Central Wisconsin Every Day.



Discover the many directions
your future can go!



Your Career Starts Here!

Explore Opportunities for Every Stage of Your Journey

From high school students to college grads, experienced professionals and beyond, North Central Health Care offers opportunities at every stage of your journey. **Grow your skills, make a real impact,** and build a meaningful career right here in your community.



Scan for a List of All Current Job Opportunities



SCAN TO VIEW!

Opportunities by Education Level

DURING HIGH SCHOOL

Gain hands-on experience while you're still in school. No degree needed to get started!

- **Hospitality Assistant** - Support residents with daily needs and can train to become a CNA.
- **Certified Nursing Assistant (CNA)** - Provide hands-on care and helps residents with daily living.
- **Dietary Aide** - Prepare and serve meals while keeping dining safe and clean.

AFTER HIGH SCHOOL

Step into roles that could launch your career, with training and tuition assistance to help you succeed.

- **Behavioral Health Professional** - Support individuals with mental health and substance use challenges through care and activities.
- **Registered Nurse (RN)** - Deliver skilled nursing care in a behavioral health or long term care settings.
- **Safety & Security Officer** - Maintain safety and responds to emergencies.
- **Respiratory Therapist** - Provide breathing care and ventilator support in long term care.

WITH A BACHELOR'S DEGREE

Use your degree to step into meaningful roles that support clients and care teams. Develop your skills and explore multiple career paths with room to grow.

- **Social Worker** - Assess resident needs and provides counseling and support.
- **Case Manager** - Coordinate care for people with mental health or substance use needs.
- **Crisis Technician** - Provide support and deescalation during behavioral health crises.

WITH A MASTER'S DEGREE+

You can step into advanced roles that shape the future of care. These opportunities let you use your expertise to support clients and guide teams.

- **Therapist**
Deliver mental health and substance use therapy.
- **Psychiatrist**
Diagnose and treat individuals with mental health conditions.
- **Nurse Practitioner**
Provide advanced care by assessing, diagnosing, and treating patients.

At NCHC, your opportunity is our success. | www.norcen.org/careers