
NSSE 2021 Topical Module Report

Career & Workforce Preparation

Wayne State College

This module represents a collaboration between NSSE and Strada Education Network to assess how the college experience prepares students for their future. Questions address institutional contributions to students' career plans, influences on their goals, confidence in work-related skills, career exploration in the curriculum, and use of career resources and services.

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First-Year Students

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				WSC		Career/Work Prep		WSC	Career/Work Prep	
				Count	%	Count	%	Mean	Mean	Effect size ^d
1. To what extent do the following apply to you?										
a. You have a clear idea of your career plans	CWP01a	0	Not at all	5	3	559	3	2.8	2.8	.03
		1	Very little	10	6	1,487	8			
		2	Some	42	26	4,350	25			
		3	Quite a bit	59	35	5,890	33			
		4	Very much	50	30	5,463	31			
			Total	166	100	17,749	100			
b. Your experience at this institution has helped clarify your career plans	CWP01b	0	Not at all	2	1	967	6	2.6	2.4 *	.15
		1	Very little	17	10	2,050	12			
		2	Some	61	37	5,925	33			
		3	Quite a bit	53	32	5,221	29			
		4	Very much	33	20	3,498	19			
			Total	166	100	17,661	100			
c. What you are learning at this institution is relevant to your career plans	CWP01c	0	Not at all	1	1	340	2	2.9	2.9	-.01
		1	Very little	7	4	870	5			
		2	Some	48	29	4,074	23			
		3	Quite a bit	59	34	6,384	35			
		4	Very much	52	32	6,045	34			
			Total	167	100	17,713	100			
d. You know where to go with questions about your career plans or further education	CWP01d	0	Not at all	7	4	646	4	2.8	2.7	.03
		1	Very little	10	6	1,593	9			
		2	Some	49	29	4,323	24			
		3	Quite a bit	51	31	5,600	31			
		4	Very much	50	31	5,536	31			
			Total	167	100	17,698	100			
e. You can describe the knowledge, skills, and experiences that are necessary for your career plans	CWP01e	0	Not at all	2	1	436	3	2.8	2.7	.01
		1	Very little	10	7	1,371	8			
		2	Some	53	32	4,876	28			
		3	Quite a bit	64	37	6,367	36			
		4	Very much	38	24	4,620	26			
			Total	167	100	17,670	100			
f. You have received supportive feedback from faculty or other advisors about your career plans	CWP01f	0	Not at all	7	4	1,275	8	2.6	2.4	.10
		1	Very little	14	8	2,307	13			
		2	Some	54	33	4,834	27			
		3	Quite a bit	62	37	5,113	28			
		4	Very much	30	18	4,153	23			
			Total	167	100	17,682	100			
2. To what extent have the following influenced your career plans?										
a. Interest or passion for the work	CWP02a	0	Not at all	0	0	220	1	3.2	3.2	.06
		1	Very little	2	1	583	3			
		2	Some	30	19	2,870	17			
		3	Quite a bit	61	36	6,148	34			
		4	Very much	70	41	7,628	43			
		—	Not applicable	4	2	224	1			
			Total	167	100	17,673	100			

*p<.05, **p<.01, ***p<.001 (2-tailed); Refer to the endnotes page for the key to triangle symbols.

First-Year Students

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b			
				WSC		Career/Work Prep		WSC	Career/Work Prep	Effect size ^d	
				Count	%	Count	%	Mean	Mean		
b. Fit for your skills and abilities	CWP02b	0	Not at all	0	0	172	1	3.0	3.1	-.03	
		1	Very little	4	2	505	3				
		2	Some	41	25	3,504	20				
		3	Quite a bit	64	38	7,067	40				
		4	Very much	54	32	6,177	35				
		—	Not applicable	4	2	231	1				
Total				167	100	17,656	100				
c. Advice from family or friends	CWP02c	0	Not at all	6	4	1,080	7	2.7	2.5	.15	
		1	Very little	17	10	2,166	12				
		2	Some	49	30	4,996	29				
		3	Quite a bit	47	28	5,019	27				
		4	Very much	45	27	4,060	22				
		—	Not applicable	3	2	345	2				
Total				167	100	17,666	100				
d. Advice from a high school teacher or counselor	CWP02d	0	Not at all	19	11	3,585	21	2.2	1.8 ***	▲	.30
		1	Very little	24	15	3,311	18				
		2	Some	52	32	4,146	23				
		3	Quite a bit	37	22	2,924	16				
		4	Very much	29	17	2,457	13				
		—	Not applicable	6	3	1,243	8				
Total				167	100	17,666	100				
e. Interactions with a faculty member or advisor	CWP02e	0	Not at all	14	8	2,552	16	2.3	1.9 ***	△	.25
		1	Very little	21	12	3,317	19				
		2	Some	58	35	5,064	28				
		3	Quite a bit	44	27	3,494	19				
		4	Very much	22	13	2,404	13				
		—	Not applicable	8	5	821	5				
Total				167	100	17,652	100				
f. Co-curricular activities (student organizations or clubs, campus publications, student government, fraternity or sorority, intercollegiate or intramural sports, etc.)	CWP02f	0	Not at all	34	20	4,282	25	1.7	1.6		.08
		1	Very little	31	19	2,795	15				
		2	Some	37	22	3,230	18				
		3	Quite a bit	29	17	2,267	12				
		4	Very much	11	7	1,634	9				
		—	Not applicable	25	15	3,432	21				
Total				167	100	17,640	100				
g. Internship, co-op, field experience, student teaching, or clinical placement	CWP02g	0	Not at all	35	20	3,739	22	1.8	1.6		.09
		1	Very little	19	11	1,858	10				
		2	Some	29	18	2,595	14				
		3	Quite a bit	17	10	2,052	11				
		4	Very much	21	12	1,688	10				
		—	Not applicable	46	28	5,693	33				
Total				167	100	17,625	100				

*p<.05, **p<.01, ***p<.001 (2-tailed); Refer to the endnotes page for the key to triangle symbols.

First-Year Students

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				WSC		Career/Work Prep		WSC	Career/Work Prep	Effect size ^d
				Count	%	Count	%	Mean	Mean	
h. Work experience (on- or off-campus job or prior employment)	CWP02h	0	Not at all	33	19	3,139	18	2.0	2.0	-.03
		1	Very little	21	12	2,114	12			
		2	Some	36	23	3,471	19			
		3	Quite a bit	25	15	2,837	16			
		4	Very much	27	16	2,964	17			
		—	Not applicable	25	16	3,104	18			
Total				167	100	17,629	100			
i. Career fairs, workshops, or course-based exploration of career options	CWP02i	0	Not at all	30	18	4,167	24	1.6	1.5	.10
		1	Very little	34	20	2,736	15			
		2	Some	40	25	3,536	20			
		3	Quite a bit	20	12	1,957	11			
		4	Very much	10	7	1,272	7			
		—	Not applicable	31	19	3,943	23			
Total				165	100	17,611	100			
j. Expected availability of jobs in the field	CWP02j	0	Not at all	19	11	2,129	12	2.2	2.3	-.06
		1	Very little	16	10	1,995	11			
		2	Some	64	39	4,823	27			
		3	Quite a bit	32	19	4,345	25			
		4	Very much	22	14	3,030	17			
		—	Not applicable	14	8	1,285	8			
Total				167	100	17,607	100			
k. Potential salary or earnings	CWP02k	0	Not at all	16	9	1,614	9	2.2	2.5 **	-.22
		1	Very little	27	16	1,949	11			
		2	Some	52	32	4,767	27			
		3	Quite a bit	44	25	4,743	27			
		4	Very much	20	14	3,836	23			
		—	Not applicable	8	4	728	4			
Total				167	100	17,637	100			
3. How much confidence do you have in your ability to do the following?										
a. Demonstrate effective work habits (punctuality, working productively with others, time and workload management, etc.)	CWP03a	0	Not at all	1	1	180	1	3.0	3.1 *	-.17
		1	Very little	7	4	576	3			
		2	Some	41	25	2,997	17			
		3	Quite a bit	55	33	6,478	36			
		4	Very much	60	35	7,254	42			
		—	Not applicable	2	1	116	1			
Total				166	100	17,601	100			
b. Network with alumni or professionals to make potential career connections	CWP03b	0	Not at all	11	6	1,150	7	2.2	2.3	-.08
		1	Very little	21	13	2,877	16			
		2	Some	64	38	5,648	32			
		3	Quite a bit	45	27	4,108	23			
		4	Very much	15	9	3,202	19			
		—	Not applicable	10	6	600	4			
Total				166	100	17,585	100			

First-Year Students

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b			
				WSC		Career/Work Prep		WSC		Career/Work Prep	Effect size ^d
				Count	%	Count	%	Mean	Mean		
c. Communicate your knowledge, skills, and experiences to potential employers	CWP03c	0	Not at all	3	2	423	2	2.8	2.8	.00	
		1	Very little	10	6	1,347	8				
		2	Some	50	30	4,869	27				
		3	Quite a bit	58	36	6,012	34				
		4	Very much	39	23	4,670	27				
		—	Not applicable	5	3	254	2				
Total				165	100	17,575	100				
d. Use career-specific technology (devices, programs, or tools used by those in the field)	CWP03d	0	Not at all	4	2	529	3	2.7	2.8	-.04	
		1	Very little	8	5	1,432	8				
		2	Some	53	33	4,744	26				
		3	Quite a bit	58	34	5,692	32				
		4	Very much	34	22	4,804	29				
		—	Not applicable	8	5	372	2				
Total				165	100	17,573	100				
e. Work effectively with people of other backgrounds (economic, racial/ethnic, political, religious, nationality, etc.)	CWP03e	0	Not at all	4	2	180	1	3.2	3.4 **	-.23	
		1	Very little	3	2	362	2				
		2	Some	27	17	1,942	11				
		3	Quite a bit	55	33	5,429	30				
		4	Very much	72	44	9,468	55				
		—	Not applicable	4	2	188	1				
Total				165	100	17,569	100				
f. Address ethical issues you might face in your career	CWP03f	0	Not at all	3	2	305	2	2.8	3.1 **	-.23	
		1	Very little	8	4	711	4				
		2	Some	40	25	3,494	19				
		3	Quite a bit	68	41	6,046	34				
		4	Very much	39	23	6,746	39				
		—	Not applicable	7	4	278	2				
Total				165	100	17,580	100				
4. In your courses at this institution, about how often have you done the following?											
a. Analyzed a case, scenario, or simulation of a real-life situation	CWP04a	1	Never	10	6	1,531	9	2.7	2.7	.00	
		2	Sometimes	61	37	5,350	31				
		3	Often	56	34	6,353	36				
		4	Very often	38	23	4,305	24				
		Total				165	100				17,539
b. Researched a career interest, a potential employer, or the job market	CWP04b	1	Never	42	25	4,548	26	2.4	2.3	.04	
		2	Sometimes	48	30	5,503	31				
		3	Often	48	29	4,484	25				
		4	Very often	26	16	2,993	17				
		Total				164	100				17,528
c. Learned about a career or industry from practicing professionals	CWP04c	1	Never	33	19	4,036	24	2.4	2.4	.04	
		2	Sometimes	62	38	5,738	33				
		3	Often	45	27	4,758	27				
		4	Very often	25	15	3,003	17				
		Total				165	100				17,535

*p<.05, **p<.01, ***p<.001 (2-tailed); Refer to the endnotes page for the key to triangle symbols.

First-Year Students

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				WSC		Career/Work Prep		WSC	Career/Work Prep	Effect size ^d
				Count	%	Count	%	Mean	Mean	
5. Which of the following have you done or do you plan to do at this institution before you graduate (whether in person or online)?^j										
a. Take a career exploration, planning, or development course	CWP05a <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	59	37	4,664	27	10%	12%	-.07
			Do not plan to do	41	25	2,917	18			
			Plan to do	49	29	7,842	44			
			Done or in progress	16	10	2,084	12			
			Total	165	100	17,507	100			
b. Complete a career profile or self-assessment to identify occupations that match your strengths and interests	CWP05b <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	36	23	3,255	19	15%	21%	-.15
			Do not plan to do	34	21	2,503	15			
			Plan to do	70	41	8,042	45			
			Done or in progress	25	15	3,690	21			
			Total	165	100	17,490	100			
c. Attend a talk, panel discussion, or workshop about careers	CWP05c <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	50	31	3,935	23	11%	14%	-.08
			Do not plan to do	38	22	2,543	15			
			Plan to do	60	36	8,553	48			
			Done or in progress	17	11	2,466	14			
			Total	165	100	17,497	100			
d. Discuss your career interests with a faculty member	CWP05d <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	26	16	2,307	14	30%	27%	.06
			Do not plan to do	8	5	1,173	7			
			Plan to do	82	50	9,123	52			
			Done or in progress	49	30	4,889	27			
			Total	165	100	17,492	100			
e. Interview or shadow someone in a career that you are considering	CWP05e <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	23	14	2,806	17	10%	12%	-.07
			Do not plan to do	9	5	1,105	7			
			Plan to do	117	71	11,456	64			
			Done or in progress	16	10	2,125	12			
			Total	165	100	17,492	100			
f. Participate in a major- or career-related co-curricular activity (student organization, professional or honor society, etc.)	CWP05f <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	48	29	4,447	26	16%	13%	.10
			Do not plan to do	20	12	2,007	13			
			Plan to do	71	44	8,712	49			
			Done or in progress	26	16	2,312	13			
			Total	165	100	17,478	100			
g. Use resources and information (database or other digital tools, videos, guides, books, etc.) from career services	CWP05g <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	53	33	3,898	22	13%	14%	-.05
			Do not plan to do	19	11	1,574	9			
			Plan to do	72	44	9,527	54			
			Done or in progress	20	13	2,464	14			
			Total	164	100	17,463	100			
h. Meet with career services staff to explore your interests and future plans	CWP05h <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	55	33	3,759	22	5%	10% *	-.20 ▽
			Do not plan to do	17	9	1,819	12			
			Plan to do	86	53	10,072	57			
			Done or in progress	7	5	1,815	10			
			Total	165	100	17,465	100			
i. Get help with your résumé	CWP05i <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	25	15	2,131	13	12%	17%	-.16
			Do not plan to do	14	8	1,387	9			
			Plan to do	107	65	10,838	61			
			Done or in progress	19	12	3,137	17			
			Total	165	100	17,493	100			

*p<.05, **p<.01, ***p<.001 (2-tailed); Refer to the endnotes page for the key to triangle symbols.

First-Year Students

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				WSC		Career/Work Prep		WSC	Career/Work Prep	Effect size ^d
				Count	%	Count	%	Mean	Mean	
j. Participate in a mock or practice interview	CWP05j (Means indicate the percentage who responded "Done or in progress.")		Have not decided	45	27	3,966	23	11%	9%	.05
			Do not plan to do	20	11	2,195	14			
			Plan to do	84	51	9,627	54			
			Done or in progress	16	11	1,690	9			
			Total	165	100	17,478	100			
k. Participate in a career fair	CWP05k (Means indicate the percentage who responded "Done or in progress.")		Have not decided	56	35	4,363	25	10%	10%	.02
			Do not plan to do	29	16	2,458	15			
			Plan to do	63	38	8,942	50			
			Done or in progress	16	10	1,730	10			
			Total	164	100	17,493	100			
l. Network with alumni or professionals in a field related to your career interests	CWP05l (Means indicate the percentage who responded "Done or in progress.")		Have not decided	57	35	3,982	23	4%	8%	-.17
			Do not plan to do	18	11	1,182	7			
			Plan to do	82	50	10,900	62			
			Done or in progress	6	4	1,353	8			
			Total	163	100	17,417	100			
6. If you are currently working for pay, to what extent is this work related to your career plans?										
	CWP06	0	Not at all	46	29	3,452	20	1.2	1.6 **	-.26
		1	Very little	20	13	1,646	9			
		2	Some	21	13	1,791	10			
		3	Quite a bit	8	5	1,054	6			
		4	Very much	12	7	1,777	11			
		—	Not working for pay	54	33	7,691	44			
			Total	161	100	17,411	100			

7. Is there anything this institution could do better to help students develop their career plans or gain work-related skills? Please describe.

This final question asked students to respond in an open text box. Comments were recorded for 23 first-year students and 43 seniors. Responses are provided in your NSSE21 Student Comments Report and in a separate SPSS data file.

These open-ended responses appear exactly as respondents entered them and may not be suitable for distribution without prior review.

*p<.05, **p<.01, ***p<.001 (2-tailed); Refer to the endnotes page for the key to triangle symbols.

Seniors

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				WSC		Career/Work Prep		WSC	Career/Work Prep	Effect size ^d
				Count	%	Count	%	Mean	Mean	
1. To what extent do the following apply to you?										
a. You have a clear idea of your career plans	CWP01a	0	Not at all	4	2	590	3	3.1	3.0	.08
		1	Very little	10	6	1,352	6			
		2	Some	30	19	4,722	20			
		3	Quite a bit	47	30	7,032	30			
		4	Very much	70	43	9,191	42			
			Total	161	100	22,887	100			
b. Your experience at this institution has helped clarify your career plans	CWP01b	0	Not at all	8	5	1,255	6	2.8	2.6	.11
		1	Very little	10	6	2,093	9			
		2	Some	43	26	6,020	26			
		3	Quite a bit	54	34	6,926	30			
		4	Very much	46	29	6,462	29			
			Total	161	100	22,756	100			
c. What you are learning at this institution is relevant to your career plans	CWP01c	0	Not at all	2	2	344	2	3.0	3.1	-.12
		1	Very little	9	6	835	4			
		2	Some	31	19	4,255	18			
		3	Quite a bit	64	41	7,439	32			
		4	Very much	53	33	9,965	45			
			Total	159	100	22,838	100			
d. You know where to go with questions about your career plans or further education	CWP01d	0	Not at all	6	3	941	4	3.0	2.8 *	.15
		1	Very little	9	6	1,894	8			
		2	Some	29	17	5,140	22			
		3	Quite a bit	59	38	6,743	29			
		4	Very much	58	36	8,070	36			
			Total	161	100	22,788	100			
e. You can describe the knowledge, skills, and experiences that are necessary for your career plans	CWP01e	0	Not at all	2	2	404	2	3.0	3.0	-.01
		1	Very little	6	4	896	4			
		2	Some	36	22	4,260	18			
		3	Quite a bit	58	36	8,370	36			
		4	Very much	59	37	8,856	40			
			Total	161	100	22,786	100			
f. You have received supportive feedback from faculty or other advisors about your career plans	CWP01f	0	Not at all	6	4	1,726	8	2.9	2.6 ***	.25
		1	Very little	11	6	2,577	11			
		2	Some	38	23	5,287	23			
		3	Quite a bit	49	32	6,192	26			
		4	Very much	55	35	6,980	31			
			Total	159	100	22,762	100			
2. To what extent have the following influenced your career plans?										
a. Interest or passion for the work	CWP02a	0	Not at all	0	0	293	1	3.3	3.2	.09
		1	Very little	2	1	590	3			
		2	Some	22	13	3,151	14			
		3	Quite a bit	58	37	7,556	33			
		4	Very much	77	47	10,980	48			
		—	Not applicable	2	1	203	1			
			Total	161	100	22,773	100			

NSSE 2021 Career & Workforce Preparation

Frequencies and Statistical Comparisons

Wayne State College

Seniors

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				WSC		Career/Work Prep		WSC	Career/Work Prep	Effect size ^d
				Count	%	Count	%	Mean	Mean	
b. Fit for your skills and abilities	CWP02b	0	Not at all	0	0	204	1	3.2	3.2	.01
		1	Very little	2	1	478	2			
		2	Some	29	18	3,403	15			
		3	Quite a bit	62	38	8,660	38			
		4	Very much	67	41	9,799	44			
		—	Not applicable	2	1	209	1			
Total				162	100	22,753	100			
c. Advice from family or friends	CWP02c	0	Not at all	5	3	1,611	8	2.8	2.4 ***	.33
		1	Very little	6	4	3,011	14			
		2	Some	48	30	6,705	29			
		3	Quite a bit	54	33	5,694	24			
		4	Very much	45	28	5,165	22			
		—	Not applicable	4	3	571	3			
Total				162	100	22,757	100			
d. Advice from a high school teacher or counselor	CWP02d	0	Not at all	25	15	7,012	32	1.9	1.4 ***	.35
		1	Very little	32	20	4,202	18			
		2	Some	45	28	3,896	16			
		3	Quite a bit	28	18	2,209	9			
		4	Very much	16	10	2,380	10			
		—	Not applicable	15	10	3,055	15			
Total				161	100	22,754	100			
e. Interactions with a faculty member or advisor	CWP02e	0	Not at all	10	6	3,043	15	2.4	2.1 **	.26
		1	Very little	21	13	3,377	15			
		2	Some	49	30	6,318	27			
		3	Quite a bit	47	29	4,961	21			
		4	Very much	30	19	3,901	16			
		—	Not applicable	4	3	1,146	6			
Total				161	100	22,746	100			
f. Co-curricular activities (student organizations or clubs, campus publications, student government, fraternity or sorority, intercollegiate or intramural sports, etc.)	CWP02f	0	Not at all	35	21	6,091	28	1.7	1.5	.14
		1	Very little	26	16	3,108	13			
		2	Some	37	22	3,657	15			
		3	Quite a bit	23	15	2,635	10			
		4	Very much	15	10	2,337	10			
		—	Not applicable	25	15	4,903	24			
Total				161	100	22,731	100			
g. Internship, co-op, field experience, student teaching, or clinical placement	CWP02g	0	Not at all	15	9	3,632	18	2.6	2.2 **	.26
		1	Very little	10	7	1,629	7			
		2	Some	24	15	3,296	14			
		3	Quite a bit	35	22	4,150	17			
		4	Very much	42	25	5,030	20			
		—	Not applicable	34	21	4,974	24			
Total				160	100	22,711	100			

*p<.05, **p<.01, ***p<.001 (2-tailed); Refer to the endnotes page for the key to triangle symbols.

Seniors

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				WSC		Career/Work Prep		WSC	Career/Work Prep	Effect size ^d
				Count	%	Count	%	Mean	Mean	
h. Work experience (on- or off-campus job or prior employment)	CWP02h	0	Not at all	13	7	2,373	10	2.5	2.6	-.02
		1	Very little	13	8	1,950	8			
		2	Some	49	31	4,377	18			
		3	Quite a bit	38	24	5,204	23			
		4	Very much	40	25	6,817	31			
		—	Not applicable	8	5	1,982	9			
Total				161	100	22,703	100			
i. Career fairs, workshops, or course-based exploration of career options	CWP02i	0	Not at all	32	19	5,822	27	1.6	1.5	.08
		1	Very little	34	21	3,569	15			
		2	Some	41	26	4,424	19			
		3	Quite a bit	19	13	2,561	10			
		4	Very much	10	6	2,059	9			
		—	Not applicable	24	15	4,269	20			
Total				160	100	22,704	100			
j. Expected availability of jobs in the field	CWP02j	0	Not at all	7	4	2,451	11	2.4	2.4	.05
		1	Very little	22	12	2,288	10			
		2	Some	54	33	6,122	26			
		3	Quite a bit	43	29	5,708	25			
		4	Very much	26	16	4,783	22			
		—	Not applicable	9	6	1,344	6			
Total				161	100	22,696	100			
k. Potential salary or earnings	CWP02k	0	Not at all	20	11	2,072	9	2.2	2.4 *	.17 ▽
		1	Very little	23	13	2,607	11			
		2	Some	51	32	6,289	27			
		3	Quite a bit	36	24	5,793	26			
		4	Very much	25	16	5,099	24			
		—	Not applicable	6	4	869	4			
Total				161	100	22,729	100			
3. How much confidence do you have in your ability to do the following?										
a. Demonstrate effective work habits (punctuality, working productively with others, time and workload management, etc.)	CWP03a	0	Not at all	0	0	154	1	3.5	3.4	.05
		1	Very little	0	0	394	2			
		2	Some	18	12	2,270	10			
		3	Quite a bit	48	30	6,747	29			
		4	Very much	93	57	12,968	58			
		—	Not applicable	1	1	147	1			
Total				160	100	22,680	100			
b. Network with alumni or professionals to make potential career connections	CWP03b	0	Not at all	6	3	1,500	7	2.6	2.4 *	.16 △
		1	Very little	15	9	3,068	14			
		2	Some	52	32	6,701	29			
		3	Quite a bit	42	26	5,255	23			
		4	Very much	41	26	5,429	24			
		—	Not applicable	5	3	708	4			
Total				161	100	22,661	100			

Seniors

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				WSC		Career/Work Prep		WSC	Career/Work Prep	Effect size ^d
				Count	%	Count	%	Mean	Mean	
c. Communicate your knowledge, skills, and experiences to potential employers	CWP03c	0	Not at all	2	1	317	1	3.2	3.0	.15
		1	Very little	2	2	985	4			
		2	Some	28	18	4,715	20			
		3	Quite a bit	63	39	7,941	34			
		4	Very much	66	41	8,448	38			
		—	Not applicable	0	0	242	1			
Total				161	100	22,648	100			
d. Use career-specific technology (devices, programs, or tools used by those in the field)	CWP03d	0	Not at all	2	1	364	2	3.1	3.0	.13
		1	Very little	3	2	1,066	5			
		2	Some	27	17	4,901	21			
		3	Quite a bit	67	41	7,602	33			
		4	Very much	61	38	8,413	39			
		—	Not applicable	1	1	317	1			
Total				161	100	22,663	100			
e. Work effectively with people of other backgrounds (economic, racial/ethnic, political, religious, nationality, etc.)	CWP03e	0	Not at all	1	1	152	1	3.4	3.5	-.08
		1	Very little	2	1	305	1			
		2	Some	14	9	1,947	8			
		3	Quite a bit	55	34	6,578	28			
		4	Very much	88	54	13,410	61			
		—	Not applicable	1	1	231	1			
Total				161	100	22,623	100			
f. Address ethical issues you might face in your career	CWP03f	0	Not at all	2	1	245	1	3.1	3.2	-.08
		1	Very little	2	1	586	3			
		2	Some	29	18	3,543	15			
		3	Quite a bit	64	40	7,679	33			
		4	Very much	62	39	10,307	47			
		—	Not applicable	2	1	281	1			
Total				161	100	22,641	100			
4. In your courses at this institution, about how often have you done the following?										
a. Analyzed a case, scenario, or simulation of a real-life situation	CWP04a	1	Never	8	5	720	3	3.2	3.1	.04
		2	Sometimes	27	17	4,514	20			
		3	Often	57	36	8,006	35			
		4	Very often	67	43	9,379	41			
		Total				159	100			
b. Researched a career interest, a potential employer, or the job market	CWP04b	1	Never	18	10	3,927	19	2.7	2.6	.09
		2	Sometimes	53	33	6,714	30			
		3	Often	55	34	6,136	26			
		4	Very often	34	22	5,817	25			
		Total				160	100			
c. Learned about a career or industry from practicing professionals	CWP04c	1	Never	10	6	2,899	14	2.7	2.7	.05
		2	Sometimes	65	40	6,817	30			
		3	Often	46	29	6,739	29			
		4	Very often	40	26	6,130	26			
		Total				161	100			

*p<.05, **p<.01, ***p<.001 (2-tailed); Refer to the endnotes page for the key to triangle symbols.

Seniors

Item wording or description	Variable name	Values ^c	Frequency Distributions ^a				Statistical Comparisons ^b		
			WSC		Career/Work Prep		WSC	Career/Work Prep	Effect size ^d
			Count	%	Count	%	Mean	Mean	
5. Which of the following have you done or do you plan to do at this institution before you graduate (whether in person or online)?ⁱ									
a. Take a career exploration, planning, or development course	CWP05a	Have not decided Do not plan to do Plan to do Done or in progress Total	22 89 19 31 161	15 54 12 19 100	3,009 10,391 3,600 5,537 22,537	14 47 16 23 100	19%	24%	-.11
<i>(Means indicate the percentage who responded "Done or in progress.")</i>									
b. Complete a career profile or self-assessment to identify occupations that match your strengths and interests	CWP05b	Have not decided Do not plan to do Plan to do Done or in progress Total	18 71 30 42 161	12 43 19 26 100	2,595 8,057 4,595 7,260 22,507	12 37 21 30 100	26%	31%	-.12
<i>(Means indicate the percentage who responded "Done or in progress.")</i>									
c. Attend a talk, panel discussion, or workshop about careers	CWP05c	Have not decided Do not plan to do Plan to do Done or in progress Total	23 72 19 46 160	15 44 12 29 100	2,909 8,204 4,563 6,861 22,537	14 38 20 28 100	29%	30%	-.01
<i>(Means indicate the percentage who responded "Done or in progress.")</i>									
d. Discuss your career interests with a faculty member	CWP05d	Have not decided Do not plan to do Plan to do Done or in progress Total	9 32 27 92 160	6 20 17 57 100	2,188 5,021 5,175 10,129 22,513	10 25 23 42 100	57%	43% *** △	.27
<i>(Means indicate the percentage who responded "Done or in progress.")</i>									
e. Interview or shadow someone in a career that you are considering	CWP05e	Have not decided Do not plan to do Plan to do Done or in progress Total	17 38 30 76 161	11 25 19 45 100	2,797 6,105 5,918 7,694 22,514	13 29 26 31 100	45%	32% *** △	.27
<i>(Means indicate the percentage who responded "Done or in progress.")</i>									
f. Participate in a major- or career-related co-curricular activity (student organization, professional or honor society, etc.)	CWP05f	Have not decided Do not plan to do Plan to do Done or in progress Total	20 58 20 63 161	13 37 13 37 100	3,122 8,680 3,472 7,202 22,476	15 41 15 29 100	37%	31%	.13
<i>(Means indicate the percentage who responded "Done or in progress.")</i>									
g. Use resources and information (database or other digital tools, videos, guides, books, etc.) from career services	CWP05g	Have not decided Do not plan to do Plan to do Done or in progress Total	19 49 36 56 160	13 30 22 35 100	2,909 6,519 5,822 7,207 22,457	13 30 27 30 100	35%	31%	.08
<i>(Means indicate the percentage who responded "Done or in progress.")</i>									
h. Meet with career services staff to explore your interests and future plans	CWP05h	Have not decided Do not plan to do Plan to do Done or in progress Total	20 68 30 43 161	13 42 18 27 100	3,383 8,468 5,281 5,334 22,466	16 39 24 22 100	27%	23%	.10
<i>(Means indicate the percentage who responded "Done or in progress.")</i>									
i. Get help with your résumé	CWP05i	Have not decided Do not plan to do Plan to do Done or in progress Total	13 31 41 76 161	9 20 26 45 100	1,797 4,876 6,070 9,758 22,501	8 24 28 40 100	45%	42%	.07
<i>(Means indicate the percentage who responded "Done or in progress.")</i>									

Seniors

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				WSC		Career/Work Prep		WSC	Career/Work Prep	Effect size ^d
				Count	%	Count	%	Mean	Mean	
j. Participate in a mock or practice interview	CWP05j (Means indicate the percentage who responded "Done or in progress.")		Have not decided	18	12	2,865	13	41%	27% *** ▲	.31
			Do not plan to do	55	35	7,818	37			
			Plan to do	20	13	5,544	25			
			Done or in progress	68	41	6,252	25			
			Total	161	100	22,479	100			
k. Participate in a career fair	CWP05k (Means indicate the percentage who responded "Done or in progress.")		Have not decided	19	13	3,067	14	39%	30% * △	.18
			Do not plan to do	61	37	7,728	36			
			Plan to do	18	11	4,876	22			
			Done or in progress	63	39	6,808	28			
			Total	161	100	22,479	100			
l. Network with alumni or professionals in a field related to your career interests	CWP05l (Means indicate the percentage who responded "Done or in progress.")		Have not decided	27	17	3,603	16	26%	26%	.00
			Do not plan to do	49	30	4,959	23			
			Plan to do	43	27	7,823	36			
			Done or in progress	42	26	6,024	25			
			Total	161	100	22,409	100			
6. If you are currently working for pay, to what extent is this work related to your career plans?										
	CWP06	0	Not at all	30	19	3,555	15	2.0	2.2 * ▽	-.19
		1	Very little	21	13	2,052	9			
		2	Some	33	21	3,190	14			
		3	Quite a bit	25	16	2,511	11			
		4	Very much	25	16	5,578	28			
		—	Not working for pay	26	16	5,554	24			
			Total	160	100	22,440	100			
7. Is there anything this institution could do better to help students develop their career plans or gain work-related skills? Please describe.										

This final question asked students to respond in an open text box. Comments were recorded for 23 first-year students and 43 seniors. Responses are provided in your NSSE21 Student Comments Report and in a separate SPSS data file.

These open-ended responses appear exactly as respondents entered them and may not be suitable for distribution without prior review.

*p<.05, **p<.01, ***p<.001 (2-tailed); Refer to the endnotes page for the key to triangle symbols.

First-Year Students

Variable name	N	Mean		Standard error ^f		Standard deviation ^g		DF ^h	Sig. ⁱ	Effect size ^d
		WSC	Career/Work Prep	WSC	Career/Work Prep	WSC	Career/Work Prep			
								<i>Comparisons with:</i>		
								<i>Career/Work Prep</i>		
CWP01a	164	2.83	2.79	.079	.006	1.02	1.07	29,883	.683	.03
CWP01b	164	2.60	2.43	.075	.006	0.96	1.11	166	.028	.15
CWP01c	165	2.92	2.93	.071	.006	0.91	0.99	29,800	.933	-.01
CWP01d	165	2.78	2.75	.083	.006	1.07	1.11	29,784	.662	.03
CWP01e	165	2.76	2.74	.072	.006	0.93	1.01	29,737	.862	.01
CWP01f	165	2.57	2.45	.077	.007	1.00	1.20	167	.116	.10
CWP02a	161	3.21	3.15	.062	.005	0.79	0.91	29,313	.433	.06
CWP02b	161	3.03	3.06	.065	.005	0.83	0.87	29,287	.686	-.03
CWP02c	163	2.65	2.47	.087	.007	1.11	1.17	29,107	.053	.15
CWP02d	159	2.21	1.80	.097	.008	1.22	1.35	161	.000	.30
CWP02e	157	2.26	1.94	.089	.008	1.11	1.27	159	.001	.25
CWP02f	140	1.67	1.56	.106	.009	1.26	1.36	141	.305	.08
CWP02g	118	1.76	1.64	.133	.010	1.45	1.44	19,920	.346	.09
CWP02h	139	1.97	2.01	.119	.009	1.41	1.43	24,300	.743	-.03
CWP02i	131	1.62	1.49	.106	.009	1.21	1.31	132	.227	.10
CWP02j	152	2.18	2.25	.095	.008	1.17	1.26	153	.409	-.06
CWP02k	158	2.19	2.45	.093	.007	1.17	1.22	28,423	.006	-.22
CWP03a	162	2.99	3.14	.072	.005	0.92	0.90	29,381	.031	-.17
CWP03b	154	2.22	2.31	.082	.007	1.01	1.16	155	.261	-.08
CWP03c	158	2.76	2.76	.075	.006	0.94	1.02	29,098	.998	.00
CWP03d	155	2.72	2.76	.076	.006	0.95	1.05	28,898	.603	-.04
CWP03e	160	3.17	3.36	.074	.005	0.93	0.85	29,173	.004	-.23
CWP03f	157	2.84	3.06	.073	.006	0.91	0.96	29,049	.004	-.23
CWP04a	164	2.74	2.74	.069	.005	0.88	0.92	29,497	.997	.00
CWP04b	162	2.36	2.32	.081	.006	1.03	1.04	29,463	.641	.04
CWP04c	164	2.39	2.36	.075	.006	0.96	1.02	29,485	.654	.04
CWP05a ^k	164	10%	12%	.023	.002	--	--	--	.407	-.07
CWP05b ^k	164	15%	21%	.028	.002	--	--	--	.067	-.15
CWP05c ^k	165	11%	14%	.025	.002	--	--	--	.353	-.08
CWP05d ^k	165	30%	27%	.036	.003	--	--	--	.427	.06
CWP05e ^k	165	10%	12%	.023	.002	--	--	--	.424	-.07
CWP05f ^k	165	16%	13%	.029	.002	--	--	--	.190	.10
CWP05g ^k	161	13%	14%	.026	.002	--	--	--	.576	-.05
CWP05h ^k	161	5%	10%	.017	.002	--	--	--	.029	-.20
CWP05i ^k	163	12%	17%	.025	.002	--	--	--	.066	-.16
CWP05j ^k	159	11%	9%	.024	.002	--	--	--	.531	.05
CWP05k ^k	157	10%	10%	.024	.002	--	--	--	.777	.02
CWP05l ^k	140	4%	8%	.015	.002	--	--	--	.065	-.17
CWP06	106	1.22	1.62	.130	.012	1.34	1.52	107	.003	-.26

Seniors

Variable name	N	Mean		Standard error ^f		Standard deviation ^g		DF ^h	Sig. ⁱ	Effect size ^d
		WSC	Career/Work Prep	WSC	Career/Work Prep	WSC	Career/Work Prep			
								<i>Comparisons with:</i>		
								Career/Work Prep		
CWP01a	160	3.06	2.98	.082	.005	1.03	1.05	48,309	.326	.08
CWP01b	160	2.77	2.64	.086	.005	1.08	1.16	48,010	.160	.11
CWP01c	158	2.98	3.10	.075	.004	0.94	0.96	48,179	.119	-.12
CWP01d	160	2.96	2.80	.082	.005	1.04	1.14	160	.044	.15
CWP01e	160	3.04	3.04	.074	.004	0.94	0.96	48,096	.944	-.01
CWP01f	157	2.88	2.56	.086	.006	1.07	1.26	158	.000	.25
CWP02a	157	3.31	3.23	.060	.004	0.76	0.90	47,606	.272	.09
CWP02b	158	3.21	3.20	.062	.004	0.78	0.85	47,552	.893	.01
CWP02c	156	2.81	2.41	.080	.006	1.00	1.20	157	.000	.33
CWP02d	144	1.88	1.39	.102	.007	1.23	1.38	144	.000	.35
CWP02e	155	2.44	2.10	.091	.006	1.13	1.29	45,528	.001	.26
CWP02f	136	1.71	1.51	.114	.007	1.33	1.42	136	.081	.14
CWP02g	125	2.61	2.22	.119	.008	1.33	1.50	125	.002	.26
CWP02h	151	2.52	2.55	.097	.006	1.19	1.35	152	.784	-.02
CWP02i	135	1.62	1.51	.103	.007	1.20	1.35	135	.294	.08
CWP02j	150	2.43	2.37	.087	.006	1.06	1.27	150	.444	.05
CWP02k	153	2.22	2.44	.098	.006	1.22	1.23	46,121	.035	-.17
CWP03a	157	3.45	3.41	.056	.004	0.70	0.80	47,543	.522	.05
CWP03b	154	2.63	2.44	.087	.006	1.09	1.21	155	.026	.16
CWP03c	159	3.17	3.02	.068	.004	0.86	0.95	47,239	.059	.15
CWP03d	158	3.14	3.01	.068	.004	0.85	0.97	47,126	.098	.13
CWP03e	158	3.40	3.46	.062	.004	0.77	0.77	47,214	.327	-.08
CWP03f	157	3.15	3.21	.068	.004	0.85	0.89	47,155	.334	-.08
CWP04a	157	3.16	3.13	.070	.004	0.88	0.86	47,703	.585	.04
CWP04b	158	2.68	2.59	.074	.005	0.93	1.05	158	.218	.09
CWP04c	159	2.74	2.69	.072	.005	0.91	1.01	160	.452	.05
CWP05a ^k	160	19%	24%	.031	.002	--	--	--	.171	-.11
CWP05b ^k	160	26%	31%	.035	.002	--	--	--	.141	-.12
CWP05c ^k	158	29%	30%	.036	.002	--	--	--	.879	-.01
CWP05d ^k	160	57%	43%	.039	.002	--	--	--	.001	.27
CWP05e ^k	160	45%	32%	.040	.002	--	--	--	.000	.27
CWP05f ^k	157	37%	31%	.038	.002	--	--	--	.089	.13
CWP05g ^k	157	35%	31%	.038	.002	--	--	--	.286	.08
CWP05h ^k	158	27%	23%	.035	.002	--	--	--	.206	.10
CWP05i ^k	156	45%	42%	.040	.002	--	--	--	.402	.07
CWP05j ^k	144	41%	27%	.039	.002	--	--	--	.000	.31
CWP05k ^k	155	39%	30%	.039	.002	--	--	--	.016	.18
CWP05l ^k	136	26%	26%	.035	.002	--	--	--	.995	.00
CWP06	133	1.95	2.24	.123	.008	1.42	1.54	133	.019	-.19

See the endnotes on the last page of this report.

Endnotes

- a. Column percentages are weighted by institution-reported sex and enrollment status (and institution size for comparison groups). Percentages may not sum to 100 due to rounding. Counts are unweighted; column percentages cannot be replicated from counts. Comparison group details are in the *Selected Comparison Groups* report, linked in the Data & Reports table on the Institution Interface.
- b. All statistics are weighted by institution-reported sex and enrollment status (and institution size for comparison groups). Unless otherwise noted, statistical comparisons are two-tailed independent t -tests. Items with categorical response sets are left blank.
- c. These are the values used to calculate means. For the majority of items, these values match the codes in the data file and codebook.
- d. Effect size for independent t -tests uses Cohen's d ; z -tests use Cohen's h .
- e. Statistics are weighted by institution-reported sex and enrollment status (and institution size for comparison groups). Categorical items are not listed.
- f. The 95% confidence interval for the population mean is equal to the sample mean plus or minus 1.96 times the standard error of the mean.
- g. A measure of the amount individual scores deviate from the mean of all the scores in the distribution.
- h. Degrees of freedom used to compute the t -tests. Values differ from N s due to weighting and whether equal variances were assumed.
- i. Statistical comparisons are two-tailed independent t -tests or z -tests. Statistical significance represents the probability that the difference between your students' mean and that of the students in the comparison group is due to chance.
- j. Statistical comparison uses z -test to compare the proportion who responded (depending on the item) "Done or in progress" or "Yes" with all who responded otherwise.
- k. Mean represents the proportion who responded (depending on the item) "Done or in progress" or "Yes."

Key to symbols:

- ▲ **Your students' average** was significantly higher ($p < .05$) with an effect size at least .3 in magnitude.
- △ **Your students' average** was significantly higher ($p < .05$) with an effect size less than .3 in magnitude.
- ▽ **Your students' average** was significantly lower ($p < .05$) with an effect size less than .3 in magnitude.
- ▼ **Your students' average** was significantly lower ($p < .05$) with an effect size at least .3 in magnitude.

Note: It is important to interpret the direction of differences relative to item wording and your institutional context.