
NSSE 2023 Topical Module Report

Career & Workforce Preparation

Central Connecticut State University

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.

Comparison group details are in the online Selected Comparison Groups report, linked in the Data & Reports table on the Institution Interface. A PDF copy is also saved in your report download folder.

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First-Year Students

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				CCSU		Career Prep		CCSU	Career 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	CWPidea	0	Not at all	3	2	465	3	2.7	2.7	-.02
		1	Very little	17	11	1,394	9			
		2	Some	40	26	4,239	26			
		3	Quite a bit	58	36	5,595	35			
		4	Very much	40	25	4,575	27			
			Total	158	100	16,268	100			
b. What you are learning at this institution is relevant to your career plans	CWPrelevant	0	Not at all	5	3	215	1	2.7	2.9 **	-0.25 ▽
		1	Very little	8	6	807	5			
		2	Some	51	33	3,912	25			
		3	Quite a bit	61	38	6,146	38			
		4	Very much	33	21	5,162	31			
			Total	158	100	16,242	100			
c. You know where to go with questions about your career plans or further education	CWPquestions	0	Not at all	6	4	466	3	2.7	2.7	-.07
		1	Very little	16	9	1,380	10			
		2	Some	39	25	4,134	26			
		3	Quite a bit	65	42	5,527	34			
		4	Very much	32	20	4,733	27			
			Total	158	100	16,240	100			
d. You can describe the knowledge, skills, and experiences that are necessary for your career plans	CWPdescribe	0	Not at all	4	2	296	2	2.6	2.7	-.11
		1	Very little	14	8	1,111	7			
		2	Some	52	33	4,546	29			
		3	Quite a bit	57	36	6,162	38			
		4	Very much	31	20	4,119	24			
			Total	158	100	16,234	100			
e. You have received supportive feedback from faculty or other advisors about your career plans	CWPfeedback	0	Not at all	9	5	928	7	2.4	2.4	-.03
		1	Very little	22	14	1,842	12			
		2	Some	50	33	4,642	30			
		3	Quite a bit	49	32	5,202	30			
		4	Very much	27	16	3,612	20			
			Total	157	100	16,226	100			
f. You have a mentor in your area of interest who shares a similar background as you	CWPmentor	0	Not at all	35	21	3,025	22	1.8	1.9	-.06
		1	Very little	32	22	2,714	18			
		2	Some	37	23	4,143	25			
		3	Quite a bit	34	21	3,556	20			
		4	Very much	20	12	2,781	15			
			Total	158	100	16,219	100			
2. To what extent have the following influenced your career plans?										
a. Advice from family or friends	CWPfamily	0	Not at all	6	3	806	6	2.6	2.5	.03
		1	Very little	21	13	1,768	12			
		2	Some	45	30	4,570	28			
		3	Quite a bit	48	30	4,996	31			
		4	Very much	37	23	3,879	22			
		—	Not applicable	1	1	212	2			
			Total	158	100	16,231	100			

First-Year Students

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				CCSU		Career Prep		CCSU	Career Prep	
				Count	%	Count	%	Mean	Mean	Effect size ^d
b. Interactions with a faculty member	CWPinterfac	0	Not at all	26	17	2,177	16	1.9	1.9	-.01
		1	Very little	32	21	3,051	20			
		2	Some	42	26	5,112	31			
		3	Quite a bit	39	26	3,308	18			
		4	Very much	14	7	1,917	10			
		—	Not applicable	4	3	638	5			
Total				157	100	16,203	100			
c. Interactions with advisors, success coaches, and/or career services staff	CWPinteradv	0	Not at all	36	23	2,443	18	1.6	1.8 **	-.21
		1	Very little	38	25	3,104	20			
		2	Some	37	24	4,725	28			
		3	Quite a bit	28	17	3,185	18			
		4	Very much	11	6	1,928	10			
		—	Not applicable	8	5	826	6			
Total				158	100	16,211	100			
d. Co-curricular activities (student organizations or clubs, campus publications, student government, fraternity or sorority, intercollegiate or intramural sports, etc.)	CWPcocurr	0	Not at all	49	29	3,567	25	1.4	1.6 *	-.18
		1	Very little	28	20	2,721	17			
		2	Some	37	25	3,797	22			
		3	Quite a bit	20	13	2,487	14			
		4	Very much	7	4	1,604	9			
		—	Not applicable	16	9	2,042	14			
Total				157	100	16,218	100			
e. Internship, co-op, field experience, student teaching, or clinical placement	CWPintern	0	Not at all	44	27	3,341	23	1.3	1.6 *	-.19
		1	Very little	27	18	2,069	12			
		2	Some	27	18	2,899	17			
		3	Quite a bit	17	12	2,073	11			
		4	Very much	5	3	1,498	8			
		—	Not applicable	37	22	4,301	28			
Total				157	100	16,181	100			
f. Work experience (on- or off-campus job or prior employment)	CWPwork	0	Not at all	29	18	2,909	19	1.9	1.9	.00
		1	Very little	28	18	2,171	13			
		2	Some	32	21	3,526	21			
		3	Quite a bit	34	22	2,793	16			
		4	Very much	20	12	2,284	14			
		—	Not applicable	15	9	2,506	16			
Total				158	100	16,189	100			
g. Career fairs, workshops, or course-based exploration of career options	CWPfairs	0	Not at all	42	25	3,372	23	1.4	1.6	-.10
		1	Very little	31	21	2,941	18			
		2	Some	40	27	3,944	23			
		3	Quite a bit	20	13	2,115	12			
		4	Very much	7	4	1,321	7			
		—	Not applicable	17	10	2,494	17			
Total				157	100	16,187	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		
				CCSU		Career Prep		CCSU	Career Prep	
				Count	%	Count	%	Mean	Mean	Effect size ^d
h. Expected job salary and availability	CWPjobsalary	0	Not at all	16	10	1,608	2.4	2.3	.08	
		1	Very little	15	9	1,897				
		2	Some	47	30	4,500				
		3	Quite a bit	42	27	4,339				
		4	Very much	32	21	2,931				
		—	Not applicable	6	3	906				
Total				158	100	16,181	100			
i. Fit for your interests and abilities	CWPability	0	Not at all	5	4	310	2.8	3.0 **	-.24	
		1	Very little	10	7	699				
		2	Some	34	21	3,036				
		3	Quite a bit	63	40	5,604				
		4	Very much	44	28	6,230				
		—	Not applicable	1	0	302				
Total				157	100	16,181	100			
j. Desire to impact or support my community	CWPimpact	0	Not at all	11	8	523	2.5	2.8 ***	-.31	
		1	Very little	15	10	1,119				
		2	Some	45	30	3,893				
		3	Quite a bit	50	31	4,777				
		4	Very much	36	20	5,491				
		—	Not applicable	1	0	361				
Total				158	100	16,164	100			
k. Desire to make a difference in broader society	CWP society	0	Not at all	9	6	598	2.6	2.8 **	-.21	
		1	Very little	14	10	1,197				
		2	Some	44	30	3,859				
		3	Quite a bit	48	29	4,579				
		4	Very much	41	24	5,560				
		—	Not applicable	2	1	390				
Total				158	100	16,183	100			
3. How much confidence do you have in your ability to do the following?										
a. Overcome obstacles in finding and using career-related resources at your institution	CWPobstacle	0	Not at all	1	1	320	2.6	2.7	-.10	
		1	Very little	16	10	1,199				
		2	Some	53	34	4,949				
		3	Quite a bit	61	40	5,713				
		4	Very much	26	15	3,728				
		—	Not applicable	1	0	222				
Total				158	100	16,131	100			
b. Demonstrate effective work habits (punctuality, working productively with others, time and workload management, etc.)	CWPhabits	0	Not at all	6	5	219	2.6	2.9 ***	-.36	
		1	Very little	10	6	876				
		2	Some	51	32	3,637				
		3	Quite a bit	60	39	6,090				
		4	Very much	30	17	5,154				
		—	Not applicable	1	0	152				
Total				158	100	16,128	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		
				CCSU		Career Prep		CCSU	Career Prep	
				Count	%	Count	%	Mean	Mean	Effect size ^d
c. Network with alumni or professionals to make potential career connections	CWPnetwork	0	Not at all	18	11	1,273	8	1.9	2.2 **	-0.21 ▽
		1	Very little	41	25	2,783	18			
		2	Some	45	30	5,213	33			
		3	Quite a bit	31	20	3,794	22			
		4	Very much	18	11	2,607	15			
		—	Not applicable	5	3	442	3			
		Total		158	100	16,112	100			
d. Communicate your knowledge, skills, and experiences to potential employers	CWPcommunicate	0	Not at all	6	4	481	3	2.4	2.6 **	-0.22 ▽
		1	Very little	17	10	1,517	10			
		2	Some	65	43	4,912	31			
		3	Quite a bit	43	27	5,396	33			
		4	Very much	24	15	3,531	21			
		—	Not applicable	2	1	268	2			
		Total		157	100	16,105	100			
e. Use career-specific technology (devices, programs, or tools used by those in the field)	CWPtech	0	Not at all	7	4	534	3	2.4	2.6 *	-0.18 ▽
		1	Very little	20	11	1,597	10			
		2	Some	62	40	4,899	30			
		3	Quite a bit	36	24	5,141	31			
		4	Very much	29	18	3,575	22			
		—	Not applicable	4	2	353	2			
		Total		158	100	16,099	100			
f. Work effectively with people of other backgrounds (economic, racial/ethnic, political, religious, nationality, etc.)	CWPdiverse	0	Not at all	1	1	186	1	3.1	3.2	-0.13
		1	Very little	7	4	558	4			
		2	Some	39	26	2,643	16			
		3	Quite a bit	41	26	5,406	33			
		4	Very much	69	43	7,121	45			
		—	Not applicable	1	0	184	1			
		Total		158	100	16,098	100			
g. Address ethical issues you might face in your career	CWPethics	0	Not at all	6	4	310	2	2.7	2.9 *	-0.21 ▽
		1	Very little	18	11	973	6			
		2	Some	47	30	4,119	25			
		3	Quite a bit	40	26	5,602	35			
		4	Very much	46	29	4,839	30			
		—	Not applicable	1	0	257	2			
		Total		158	100	16,100	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	CWPanalyze	1	Never	15	10	1,194	8	2.6	2.8	-0.13
		2	Sometimes	52	33	4,865	31			
		3	Often	63	41	6,308	38			
		4	Very often	28	16	3,722	23			
		Total		158	100	16,089	100			
b. Researched a career interest, a potential employer, or the job market	CWPresearch	1	Never	45	28	3,208	21	2.3	2.4 *	-0.16 ▽
		2	Sometimes	43	28	5,133	33			
		3	Often	54	35	4,848	29			
		4	Very often	16	10	2,870	17			
		Total		158	100	16,059	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		
				CCSU		Career Prep		CCSU	Career Prep	
				Count	%	Count	%	Mean	Mean	Effect size ^d
c. Learned about a career or industry from practicing professionals	CWPpractice	1	Never	30	18	2,749	19	2.4	2.5	-.04
		2	Sometimes	52	35	5,260	34			
		3	Often	55	35	5,080	30			
		4	Very often	20	12	2,966	17			
		Total		157	100	16,055	100			
d. Observed employees in action at a place of work (clinics, offices, schools, etc.)	CWPobserve	1	Never	66	41	6,340	41	2.1	2.0	.02
		2	Sometimes	37	23	4,084	25			
		3	Often	37	24	3,494	21			
		4	Very often	18	11	2,131	12			
		Total		158	100	16,049	100			
e. Connected your learning to how you can impact your community and society	CWPconnect	1	Never	23	15	1,832	13	2.4	2.6	-.15
		2	Sometimes	60	39	5,486	35			
		3	Often	54	34	5,648	34			
		4	Very often	21	12	3,094	18			
		Total		158	100	16,060	100			
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	CWPcourse		Have not decided	35	21	3,603	24	11%	13%	-.06
			Do not plan to do	32	20	2,509	16			
			Plan to do	74	48	7,765	47			
			Done or in progress	17	11	2,160	13			
			Total	158	100	16,037	100			
b. Complete a career profile or self-assessment to identify occupations that match your strengths and interests	CWPprofile		Have not decided	28	17	2,511	17	11%	21% **	-.27
			Do not plan to do	24	16	2,118	14			
			Plan to do	87	56	7,920	48			
			Done or in progress	18	11	3,452	21			
			Total	157	100	16,001	100			
c. Attend a talk, panel discussion, or workshop about careers	CWPtalk		Have not decided	26	17	2,892	19	12%	16%	-.11
			Do not plan to do	22	13	1,984	13			
			Plan to do	89	57	8,359	52			
			Done or in progress	20	12	2,774	16			
			Total	157	100	16,009	100			
d. Discuss your career interests with a faculty member	CWPfaculty		Have not decided	19	13	1,748	13	24%	28%	-.08
			Do not plan to do	7	4	1,073	8			
			Plan to do	90	59	8,274	51			
			Done or in progress	42	24	4,906	28			
			Total	158	100	16,001	100			
e. Interview or shadow someone in a career that you are considering	CWPinterview		Have not decided	24	15	2,317	16	7%	12%	-.17
			Do not plan to do	9	5	934	7			
			Plan to do	111	72	10,514	64			
			Done or in progress	13	7	2,231	12			
			Total	157	100	15,996	100			
f. Participate in a major- or career-related co-curricular activity (student organization, professional or honor society, etc.)	CWPmajor		Have not decided	38	24	3,331	22	9%	16% *	-.22
			Do not plan to do	19	12	1,420	10			
			Plan to do	87	55	8,403	52			
			Done or in progress	14	9	2,840	16			
			Total	158	100	15,994	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		
				CCSU		Career Prep		CCSU	Career Prep	Effect size ^d
				Count	%	Count	%	Mean	Mean	
g. Meet with an advisor, success coach, and/or career services staff member to explore your interests and plan your future	CWPmeetstaff (Means indicate the percentage who responded "Done or in progress.")		Have not decided	21	14	1,848	13	21%	26%	-.13
			Do not plan to do	6	3	967	7			
			Plan to do	96	62	8,504	53			
			Done or in progress	35	21	4,673	26			
			Total	158	100	15,992	100			
h. Get help with your résumé	CWPResume (Means indicate the percentage who responded "Done or in progress.")		Have not decided	15	9	1,538	11	17%	22%	-.14
			Do not plan to do	10	6	1,068	7			
			Plan to do	106	68	9,613	60			
			Done or in progress	27	17	3,788	22			
			Total	158	100	16,007	100			
i. Participate in a mock or practice interview	CWPmock (Means indicate the percentage who responded "Done or in progress.")		Have not decided	32	19	3,099	20	9%	12%	-.08
			Do not plan to do	24	15	1,883	13			
			Plan to do	86	57	8,991	55			
			Done or in progress	16	9	2,020	12			
			Total	158	100	15,993	100			
j. Participate in a career fair	CWPcareerfair (Means indicate the percentage who responded "Done or in progress.")		Have not decided	27	18	3,137	20	24%	17% **	.19
			Do not plan to do	17	10	1,937	13			
			Plan to do	76	47	8,079	50			
			Done or in progress	38	24	2,857	17			
			Total	158	100	16,010	100			
k. Complete a paid internship	CWPpaid (Means indicate the percentage who responded "Done or in progress.")		Have not decided	26	16	2,753	18	4%	6%	-.10
			Do not plan to do	3	1	929	6			
			Plan to do	122	79	11,279	69			
			Done or in progress	6	4	1,051	6			
			Total	157	100	16,012	100			
l. Network with alumni or professionals in a field related to your career interests	CWPalumni (Means indicate the percentage who responded "Done or in progress.")		Have not decided	43	26	3,278	22	4%	8%	-.16
			Do not plan to do	15	9	1,095	7			
			Plan to do	93	60	10,171	63			
			Done or in progress	7	4	1,422	8			
			Total	158	100	15,966	100			
6. If you are currently working for pay, to what extent is this work related to your career plans?										
	CWPworkpay	0	Not at all	41	26	3,139	19	1.5	1.5	-.05
		1	Very little	13	9	1,722	11			
		2	Some	25	16	1,961	12			
		3	Quite a bit	11	7	1,046	7			
		4	Very much	15	9	1,253	8			
		—	Not working for pay	46	32	6,765	43			
			Total	151	100	15,886	100			

7. Is there anything this institution could do better to help students develop their career plans or gain work-related skills (such as coursework, resources, etc.)? Please describe.

This final question asked students to respond in an open text box. Comments were recorded for 53 first-year student(s) and 80 senior(s). Responses are provided in your NSSE23 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.

Seniors

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				CCSU		Career Prep		CCSU	Career 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	CWPidea	0	Not at all	7	3	545	3	3.0	2.9	.07
		1	Very little	9	4	1,253	6			
		2	Some	48	22	4,186	21			
		3	Quite a bit	64	29	6,266	32			
		4	Very much	91	41	7,225	37			
			Total	219	100	19,475	100			
b. What you are learning at this institution is relevant to your career plans	CWPrelevant	0	Not at all	6	3	305	2	3.1	3.1	.02
		1	Very little	6	3	731	4			
		2	Some	45	21	3,809	20			
		3	Quite a bit	58	26	6,717	34			
		4	Very much	102	47	7,898	41			
			Total	217	100	19,460	100			
c. You know where to go with questions about your career plans or further education	CWPquestions	0	Not at all	12	5	746	4	2.9	2.8	.03
		1	Very little	15	7	1,597	9			
		2	Some	48	23	4,481	23			
		3	Quite a bit	57	25	5,895	30			
		4	Very much	86	39	6,734	34			
			Total	218	100	19,453	100			
d. You can describe the knowledge, skills, and experiences that are necessary for your career plans	CWPdescribe	0	Not at all	5	2	292	2	3.1	3.1	.06
		1	Very little	8	4	765	4			
		2	Some	40	18	3,704	19			
		3	Quite a bit	65	30	7,290	37			
		4	Very much	101	46	7,383	38			
			Total	219	100	19,434	100			
e. You have received supportive feedback from faculty or other advisors about your career plans	CWPfeedback	0	Not at all	21	10	1,410	8	2.6	2.6	.05
		1	Very little	13	6	2,177	12			
		2	Some	62	30	4,491	23			
		3	Quite a bit	45	20	5,428	27			
		4	Very much	78	35	5,920	29			
			Total	219	100	19,426	100			
f. You have a mentor in your area of interest who shares a similar background as you	CWPmentor	0	Not at all	49	23	3,932	22	2.1	2.1	.02
		1	Very little	27	12	2,826	15			
		2	Some	50	23	4,191	21			
		3	Quite a bit	34	16	3,904	19			
		4	Very much	57	26	4,564	23			
			Total	217	100	19,417	100			
2. To what extent have the following influenced your career plans?										
a. Advice from family or friends	CWPfamily	0	Not at all	11	4	1,416	8	2.7	2.5 **	.22 △
		1	Very little	28	13	2,314	12			
		2	Some	45	21	5,337	27			
		3	Quite a bit	50	24	5,261	27			
		4	Very much	75	34	4,687	23			
		—	Not applicable	7	3	413	2			
			Total	216	100	19,428	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		
				CCSU		Career Prep		CCSU	Career Prep	Effect size ^d
				Count	%	Count	%	Mean	Mean	
b. Interactions with a faculty member	CWPinterfac	0	Not at all	15	7	2,379	13	2.4	2.1 **	.20
		1	Very little	26	13	2,949	16			
		2	Some	77	35	5,561	28			
		3	Quite a bit	51	23	4,491	22			
		4	Very much	45	20	3,326	16			
		—	Not applicable	5	3	719	4			
Total				219	100	19,425	100			
c. Interactions with advisors, success coaches, and/or career services staff	CWPinteradv	0	Not at all	39	18	3,552	20	2.0	1.8	.12
		1	Very little	41	17	3,717	20			
		2	Some	49	22	4,861	24			
		3	Quite a bit	29	13	3,415	16			
		4	Very much	38	18	2,663	12			
		—	Not applicable	23	11	1,207	7			
Total				219	100	19,415	100			
d. Co-curricular activities (student organizations or clubs, campus publications, student government, fraternity or sorority, intercollegiate or intramural sports, etc.)	CWPcocurr	0	Not at all	59	27	4,791	26	1.5	1.6	-.06
		1	Very little	38	17	3,039	15			
		2	Some	31	14	3,445	17			
		3	Quite a bit	16	7	2,369	12			
		4	Very much	25	12	2,077	10			
		—	Not applicable	50	22	3,681	20			
Total				219	100	19,402	100			
e. Internship, co-op, field experience, student teaching, or clinical placement	CWPintern	0	Not at all	24	11	2,945	17	2.6	2.3 **	.23
		1	Very little	17	9	1,560	8			
		2	Some	34	15	3,178	16			
		3	Quite a bit	42	19	3,625	18			
		4	Very much	71	33	4,628	23			
		—	Not applicable	29	14	3,430	19			
Total				217	100	19,366	100			
f. Work experience (on- or off-campus job or prior employment)	CWPwork	0	Not at all	16	7	1,970	11	2.8	2.6 *	.16
		1	Very little	17	8	1,800	9			
		2	Some	44	19	4,018	20			
		3	Quite a bit	53	25	4,540	23			
		4	Very much	77	36	5,622	30			
		—	Not applicable	12	5	1,438	8			
Total				219	100	19,388	100			
g. Career fairs, workshops, or course-based exploration of career options	CWPfairs	0	Not at all	56	25	4,660	25	1.8	1.6	.16
		1	Very little	31	14	3,390	17			
		2	Some	43	20	4,209	21			
		3	Quite a bit	21	9	2,312	12			
		4	Very much	37	19	1,880	10			
		—	Not applicable	30	14	2,918	16			
Total				218	100	19,369	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		
				CCSU		Career Prep		CCSU	Career Prep	
				Count	%	Count	%	Mean	Mean	Effect size ^d
h. Expected job salary and availability	CWPjobsalary	0	Not at all	15	7	1,864	2.6	2.4 *	.15 △	
		1	Very little	26	11	2,161				
		2	Some	55	25	5,257				
		3	Quite a bit	49	23	5,034				
		4	Very much	69	31	4,200				
		—	Not applicable	4	2	856				
Total				218	100	19,372	100			
i. Fit for your interests and abilities	CWPability	0	Not at all	3	1	466	3.2	3.1	.01	
		1	Very little	5	2	609				
		2	Some	43	19	3,177				
		3	Quite a bit	68	31	6,539				
		4	Very much	94	43	8,201				
		—	Not applicable	5	3	385				
Total				218	100	19,377	100			
j. Desire to impact or support my community	CWPimpact	0	Not at all	11	6	780	2.8	2.9	-.05	
		1	Very little	17	7	1,186				
		2	Some	51	24	4,097				
		3	Quite a bit	46	20	5,354				
		4	Very much	87	41	7,480				
		—	Not applicable	4	2	465				
Total				216	100	19,362	100			
k. Desire to make a difference in broader society	CWPsociety	0	Not at all	10	6	771	2.8	2.9	-.09	
		1	Very little	18	7	1,188				
		2	Some	53	25	3,873				
		3	Quite a bit	44	19	5,341				
		4	Very much	89	40	7,739				
		—	Not applicable	5	3	485				
Total				219	100	19,397	100			
3. How much confidence do you have in your ability to do the following?										
a. Overcome obstacles in finding and using career-related resources at your institution	CWPobstacle	0	Not at all	9	4	616	2.8	2.8	.01	
		1	Very little	13	6	1,381				
		2	Some	58	27	5,190				
		3	Quite a bit	70	31	6,326				
		4	Very much	63	29	5,378				
		—	Not applicable	3	2	410				
Total				216	100	19,301	100			
b. Demonstrate effective work habits (punctuality, working productively with others, time and workload management, etc.)	CWPhabits	0	Not at all	3	2	213	3.2	3.2	-.02	
		1	Very little	5	2	533				
		2	Some	37	17	2,859				
		3	Quite a bit	65	29	6,633				
		4	Very much	103	48	8,867				
		—	Not applicable	2	1	188				
Total				215	100	19,293	100			

Seniors

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				CCSU		Career Prep		CCSU	Career Prep	
				Count	%	Count	%	Mean	Mean	Effect size ^d
c. Network with alumni or professionals to make potential career connections	CWPnetwork	0	Not at all	16	8	1,533	8	2.5	2.3	.11
		1	Very little	25	10	2,828	16			
		2	Some	67	31	5,674	29			
		3	Quite a bit	46	21	4,544	23			
		4	Very much	55	25	4,123	21			
		—	Not applicable	8	4	576	3			
Total				217	100	19,278	100			
d. Communicate your knowledge, skills, and experiences to potential employers	CWPcommunicate	0	Not at all	4	2	405	2	3.0	2.9	.05
		1	Very little	11	6	1,024	5			
		2	Some	52	24	4,506	23			
		3	Quite a bit	65	28	6,741	34			
		4	Very much	84	39	6,323	33			
		—	Not applicable	2	1	273	2			
Total				218	100	19,272	100			
e. Use career-specific technology (devices, programs, or tools used by those in the field)	CWPtech	0	Not at all	5	2	476	3	2.9	2.9	.02
		1	Very little	12	6	1,204	6			
		2	Some	59	27	4,701	24			
		3	Quite a bit	63	28	6,579	33			
		4	Very much	75	34	5,948	32			
		—	Not applicable	4	2	354	2			
Total				218	100	19,262	100			
f. Work effectively with people of other backgrounds (economic, racial/ethnic, political, religious, nationality, etc.)	CWPdiverse	0	Not at all	2	1	198	1	3.4	3.3	.02
		1	Very little	5	3	416	2			
		2	Some	33	15	2,341	12			
		3	Quite a bit	45	19	6,105	31			
		4	Very much	129	60	9,993	53			
		—	Not applicable	3	2	216	1			
Total				217	100	19,269	100			
g. Address ethical issues you might face in your career	CWPethics	0	Not at all	7	4	318	2	3.1	3.1	-.01
		1	Very little	8	4	744	4			
		2	Some	44	19	3,735	19			
		3	Quite a bit	58	26	6,742	34			
		4	Very much	95	44	7,429	40			
		—	Not applicable	6	3	297	2			
Total				218	100	19,265	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	CWPanalyze	1	Never	14	7	705	4	3.0	3.1	-.12
		2	Sometimes	49	22	3,823	20			
		3	Often	72	35	6,919	35			
		4	Very often	83	37	7,799	40			
		Total	218	100	19,246	100				
b. Researched a career interest, a potential employer, or the job market	CWPresearch	1	Never	40	20	2,831	16	2.6	2.7	-.07
		2	Sometimes	63	31	5,667	30			
		3	Often	50	21	5,612	28			
		4	Very often	64	28	5,116	26			
		Total	217	100	19,226	100				

Seniors

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				CCSU		Career Prep		CCSU	Career Prep	Effect size ^d
				Count	%	Count	%	Mean	Mean	
c. Learned about a career or industry from practicing professionals	CWPpractice	1	Never	22	12	2,048	12	2.8	2.7	.06
		2	Sometimes	61	27	5,668	30			
		3	Often	65	31	6,133	31			
		4	Very often	69	30	5,367	27			
		Total		217	100	19,216	100			
d. Observed employees in action at a place of work (clinics, offices, schools, etc.)	CWPobserve	1	Never	56	27	5,766	33	2.5	2.3 **	.18
		2	Sometimes	52	23	4,629	24			
		3	Often	42	19	4,154	20			
		4	Very often	67	31	4,657	23			
		Total		217	100	19,206	100			
e. Connected your learning to how you can impact your community and society	CWPconnect	1	Never	32	16	1,638	10	2.9	2.8	.04
		2	Sometimes	48	22	5,196	28			
		3	Often	50	24	6,565	33			
		4	Very often	86	38	5,818	29			
		Total		216	100	19,217	100			
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)?¹										
a. Take a career exploration, planning, or development course	CWPcourse		Have not decided	23	12	2,412	13	25%	25%	.02
			Do not plan to do	103	47	8,251	44			
			Plan to do	33	16	3,622	18			
			Done or in progress	55	25	4,886	25			
			Total	214	100	19,171	100			
b. Complete a career profile or self-assessment to identify occupations that match your strengths and interests	CWPprofile		Have not decided	22	11	2,181	12	27%	31%	-.10
			Do not plan to do	80	38	6,211	33			
			Plan to do	51	24	4,635	24			
			Done or in progress	61	27	6,125	31			
			Total	214	100	19,152	100			
c. Attend a talk, panel discussion, or workshop about careers	CWPtalk		Have not decided	26	12	2,348	13	27%	31%	-.10
			Do not plan to do	70	33	6,130	33			
			Plan to do	61	28	4,597	23			
			Done or in progress	59	27	6,083	31			
			Total	216	100	19,158	100			
d. Discuss your career interests with a faculty member	CWPfaculty		Have not decided	18	9	1,728	10	50%	46%	.08
			Do not plan to do	36	18	3,485	20			
			Plan to do	52	23	4,650	24			
			Done or in progress	110	50	9,301	46			
			Total	216	100	19,164	100			
e. Interview or shadow someone in a career that you are considering	CWPinterview		Have not decided	23	12	2,365	13	39%	34%	.11
			Do not plan to do	46	23	4,450	25			
			Plan to do	61	26	5,381	28			
			Done or in progress	88	39	6,973	34			
			Total	218	100	19,169	100			
f. Participate in a major- or career-related co-curricular activity (student organization, professional or honor society, etc.)	CWPmajor		Have not decided	32	15	2,489	14	31%	34%	-.05
			Do not plan to do	68	32	6,358	35			
			Plan to do	47	22	3,517	18			
			Done or in progress	68	31	6,769	34			
			Total	215	100	19,133	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		
				CCSU		Career Prep		CCSU	Career Prep	Effect size ^d
				Count	%	Count	%	Mean	Mean	
g. Meet with an advisor, success coach, and/or career services staff member to explore your interests and plan your future	CWPmeetstaff <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	15	7	1,985	11	36%	38%	-.03
			Do not plan to do	62	31	4,618	26			
			Plan to do	59	25	4,751	25			
			Done or in progress	79	36	7,785	38			
			Total	215	100	19,139	100			
h. Get help with your résumé	CWPResume <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	14	7	1,325	8	50%	47%	.06
			Do not plan to do	42	21	3,209	18			
			Plan to do	50	22	5,281	27			
			Done or in progress	110	50	9,358	47			
			Total	216	100	19,173	100			
i. Participate in a mock or practice interview	CWPmock <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	27	13	2,355	13	29%	27%	.05
			Do not plan to do	73	35	6,087	34			
			Plan to do	51	23	5,140	26			
			Done or in progress	64	29	5,574	27			
			Total	215	100	19,156	100			
j. Participate in a career fair	CWPcareerfair <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	20	10	2,251	12	39%	32%	.13
			Do not plan to do	65	29	6,156	32			
			Plan to do	51	23	4,567	24			
			Done or in progress	79	39	6,172	32			
			Total	215	100	19,146	100			
k. Complete a paid internship	CWPpaid <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	31	14	2,699	14	35%	26% **	.19
			Do not plan to do	67	30	6,650	35			
			Plan to do	46	21	4,761	25			
			Done or in progress	71	35	5,061	26			
			Total	215	100	19,171	100			
l. Network with alumni or professionals in a field related to your career interests	CWPalumni <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	28	14	2,789	15	30%	27%	.05
			Do not plan to do	41	21	3,841	21			
			Plan to do	82	36	7,082	37			
			Done or in progress	65	30	5,385	27			
			Total	216	100	19,097	100			
6. If you are currently working for pay, to what extent is this work related to your career plans?										
	CWPworkpay	0	Not at all	41	19	3,048	16	2.3	2.2	.04
		1	Very little	22	11	1,913	10			
		2	Some	30	14	3,015	16			
		3	Quite a bit	30	14	2,468	13			
		4	Very much	64	30	4,345	23			
		—	Not working for pay	29	13	4,276	23			
			Total	216	100	19,065	100			

7. Is there anything this institution could do better to help students develop their career plans or gain work-related skills (such as coursework, resources, etc.)? Please describe.

This final question asked students to respond in an open text box. Comments were recorded for 53 first-year student(s) and 80 senior(s). Responses are provided in your NSSE23 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.

First-Year Students

Variable name	N	Mean		Standard error ^f		Standard deviation ^g		DF ^h	Sig. ⁱ	Effect size ^d
		CCSU	Career Prep	CCSU	Career Prep	CCSU	Career Prep			
		Comparisons with:								
CWPidea	163	2.72	2.74	.080	.009	1.02	1.05	14,957	.813	-.02
CWPrelevant	163	2.69	2.92	.075	.008	0.95	0.94	14,930	.002	-.25
CWPquestions	163	2.65	2.72	.080	.009	1.02	1.07	14,927	.388	-.07
CWPdescribe	163	2.64	2.74	.076	.008	0.97	0.97	14,918	.180	-.11
CWPfeedback	162	2.41	2.44	.085	.009	1.08	1.15	14,921	.749	-.03
CWPmentor	163	1.80	1.88	.104	.011	1.33	1.36	14,910	.473	-.06
CWPfamily	162	2.57	2.53	.085	.009	1.09	1.14	14,652	.677	.03
CWPinterfac	157	1.85	1.86	.097	.010	1.21	1.22	14,181	.942	-.01
CWPinteradvis	155	1.55	1.82	.097	.011	1.21	1.25	14,015	.008	-.21
CWPcocurr	147	1.36	1.59	.098	.012	1.19	1.32	150	.019	-.18
CWPintern	126	1.30	1.56	.107	.013	1.21	1.37	129	.016	-.19
CWPwork	148	1.91	1.90	.109	.013	1.33	1.39	12,469	.977	.00
CWPfairs	146	1.44	1.56	.097	.011	1.17	1.27	12,353	.253	-.10
CWPjobsalary	158	2.42	2.32	.097	.010	1.22	1.23	13,939	.307	.08
CWPability	161	2.80	3.04	.082	.008	1.05	0.98	14,515	.002	-.24
CWPimpact	162	2.45	2.80	.091	.009	1.16	1.11	14,446	.000	-.31
CWPscociety	161	2.55	2.79	.090	.010	1.14	1.14	14,417	.008	-.21
CWPobstacle	162	2.60	2.70	.070	.008	0.90	0.98	14,541	.202	-.10
CWP habits	162	2.59	2.94	.078	.008	1.00	0.95	14,625	.000	-.36
CWPnetwork	158	1.93	2.18	.094	.010	1.18	1.17	14,306	.009	-.21
CWPcommunicate	160	2.37	2.61	.079	.009	1.00	1.03	14,509	.005	-.22
CWPtech	160	2.41	2.60	.083	.009	1.05	1.06	14,421	.028	-.18
CWPdiverse	162	3.06	3.18	.076	.008	0.97	0.92	14,574	.099	-.13
CWPethics	162	2.65	2.87	.089	.008	1.14	0.99	164	.019	-.21
CWPanalyze	163	2.65	2.76	.068	.007	0.87	0.89	14,756	.091	-.13
CWPresearch	163	2.26	2.42	.076	.008	0.97	1.00	14,719	.037	-.16
CWPpractice	162	2.41	2.45	.073	.008	0.93	0.98	14,719	.591	-.04
CWPobserve	163	2.06	2.04	.082	.009	1.05	1.06	14,706	.817	.02
CWPconnect	163	2.43	2.58	.070	.008	0.89	0.93	14,718	.051	-.15

First-Year Students

Variable name	N	Mean		Standard error ^f		Standard deviation ^g		DF ^h	Sig. ⁱ	Effect size ^d
		CCSU	Career Prep	CCSU	Career Prep	CCSU	Career Prep			
		<i>Comparisons with:</i>								
CWPcourse ^k	163	11%	13%	.024	.003	--	--	--	.429	-.06
CWPprofile ^k	14557	11%	21%	.025	.003	--	--	--	.002	-.27
CWPtalk ^k	14757	12%	16%	.026	.003	--	--	--	.187	-.11
CWPfaculty ^k	14595	24%	28%	.034	.004	--	--	--	.345	-.08
CWPinterview ^k	147	7%	12%	.021	.003	--	--	--	.054	-.17
CWPmajor ^k	12622	9%	16%	.022	.003	--	--	--	.012	-.22
CWPmeetstaff ^k	160	21%	26%	.032	.004	--	--	--	.101	-.13
CWPresume ^k	163	17%	22%	.029	.003	--	--	--	.096	-.14
CWPmock ^k	14351	9%	12%	.023	.003	--	--	--	.362	-.08
CWPcareerfair ^k	14355	24%	17%	.034	.003	--	--	--	.010	.19
CWPpaid ^k	163	4%	6%	.015	.002	--	--	--	.260	-.10
CWPalumni ^k	161	4%	8%	.016	.002	--	--	--	.081	-.16
CWPworkpay	106	1.46	1.53	.139	.016	1.43	1.42	8,328	.605	-.05

Seniors

Variable name	N	Mean		Standard error ^f		Standard deviation ^g		DF ^h	Sig. ⁱ	Effect size ^d
		Comparisons with:								
		CCSU	Career Prep	CCSU	Career Prep	CCSU	Career Prep			
CWPidea	218	3.02	2.95	.070	.007	1.03	1.04	21,816	.313	.07
CWPrelevant	216	3.10	3.08	.070	.006	1.03	0.95	219	.807	.02
CWPquestions	217	2.85	2.82	.080	.008	1.18	1.11	21,788	.712	.03
CWPdescribe	218	3.13	3.07	.067	.006	0.99	0.93	221	.386	.06
CWPfeedback	218	2.64	2.58	.087	.009	1.28	1.25	21,740	.500	.05
CWPmentor	216	2.09	2.05	.102	.010	1.49	1.46	21,730	.718	.02
CWPfamily	208	2.73	2.47	.084	.008	1.21	1.21	21,208	.002	.22
CWPinterfac	212	2.36	2.12	.079	.009	1.16	1.27	20,794	.005	.20
CWPinteradvis	193	1.96	1.80	.101	.009	1.41	1.32	20,208	.094	.12
CWPoccurr	169	1.47	1.55	.111	.011	1.44	1.39	17,358	.438	-.06
CWPintern	185	2.62	2.28	.103	.011	1.41	1.48	17,557	.002	.23
CWPwork	206	2.78	2.56	.087	.009	1.25	1.33	210	.014	.16
CWPfairs	187	1.79	1.57	.110	.010	1.50	1.34	189	.054	.16
CWPjobsalary	212	2.61	2.42	.086	.009	1.25	1.25	20,660	.026	.15
CWPability	210	3.15	3.14	.063	.007	0.91	0.96	21,207	.880	.01
CWPimpact	209	2.84	2.90	.084	.008	1.21	1.13	212	.513	-.05
CWPscociety	213	2.84	2.94	.083	.008	1.21	1.13	215	.225	-.09
CWPobstacle	211	2.76	2.76	.074	.007	1.07	1.06	21,072	.935	.01
CWP habits	211	3.21	3.23	.064	.006	0.93	0.89	21,337	.748	-.02
CWPnetwork	207	2.47	2.34	.085	.009	1.23	1.23	20,832	.120	.11
CWPcommunicate	215	2.97	2.92	.070	.007	1.03	1.00	21,216	.505	.05
CWPtech	212	2.89	2.87	.071	.007	1.03	1.02	21,094	.766	.02
CWPdiverse	212	3.37	3.35	.063	.006	0.91	0.85	215	.745	.02
CWPethics	210	3.07	3.08	.074	.007	1.07	0.95	213	.903	-.01
CWPanalyze	217	3.02	3.12	.063	.006	0.93	0.87	21,515	.090	-.12
CWPresearch	216	2.58	2.65	.075	.007	1.10	1.03	219	.318	-.07
CWPpractice	216	2.80	2.74	.068	.007	1.00	0.99	21,485	.360	.06
CWPobserve	217	2.54	2.33	.081	.008	1.19	1.15	21,466	.009	.18
CWPconnect	215	2.85	2.82	.075	.007	1.10	0.97	218	.640	.04

Seniors

Variable name	N	Mean		Standard error ^f		Standard deviation ^g		DF ^h	Sig. ⁱ	Effect size ^d
		CCSU	Career Prep	CCSU	Career Prep	CCSU	Career Prep			
		<i>Comparisons with:</i>								
CWPcourse ^k	217	25%	25%	.030	.003	--	--	--	.820	.02
CWPprofile ^k	21275	27%	31%	.030	.003	--	--	--	.164	-.10
CWPtalk ^k	21536	27%	31%	.030	.003	--	--	--	.165	-.10
CWPfaculty ^k	21300	50%	46%	.034	.003	--	--	--	.229	.08
CWPinterview ^k	169	39%	34%	.033	.003	--	--	--	.095	.11
CWPmajor ^k	17191	31%	34%	.032	.003	--	--	--	.452	-.05
CWPmeetstaff ^k	215	36%	38%	.033	.003	--	--	--	.630	-.03
CWPpresume ^k	218	50%	47%	.034	.003	--	--	--	.404	.06
CWPmock ^k	21004	29%	27%	.031	.003	--	--	--	.504	.05
CWPcareerfair ^k	20999	39%	32%	.033	.003	--	--	--	.057	.13
CWPpaid ^k	215	35%	26%	.033	.003	--	--	--	.004	.19
CWPalumni ^k	210	30%	27%	.031	.003	--	--	--	.459	.05
CWPworkpay	187	2.30	2.23	.114	.012	1.56	1.51	16,528	.584	.04

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 Ns 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. You may not see all of these symbols in your report.