
NSSE 2023 Topical Module Report

Career & Workforce Preparation

University of Kentucky

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		
				UK		CareerWorkforce Prep		UK	CareerWorkforce 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	45	2	133	4	2.8	2.7 ***	.11 △
		1	Very little	181	8	367	9			
		2	Some	593	26	1,081	27			
		3	Quite a bit	875	38	1,449	37			
		4	Very much	635	27	971	23			
		Total		2,329	100	4,001	100			
b. What you are learning at this institution is relevant to your career plans	CWPrelevant	0	Not at all	21	1	59	2	2.9	2.9 **	.06 △
		1	Very little	112	5	218	5			
		2	Some	583	25	1,005	26			
		3	Quite a bit	911	39	1,538	39			
		4	Very much	701	30	1,173	28			
		Total		2,328	100	3,993	100			
c. You know where to go with questions about your career plans or further education	CWPquestions	0	Not at all	32	1	145	4	2.9	2.6 ***	.26 △
		1	Very little	145	6	410	11			
		2	Some	537	23	1,102	27			
		3	Quite a bit	891	38	1,368	35			
		4	Very much	727	31	970	23			
		Total		2,332	100	3,995	100			
d. You can describe the knowledge, skills, and experiences that are necessary for your career plans	CWPdescribe	0	Not at all	23	1	85	2	2.9	2.7 ***	.24 △
		1	Very little	111	5	326	8			
		2	Some	584	25	1,224	30			
		3	Quite a bit	972	42	1,510	39			
		4	Very much	643	27	850	20			
		Total		2,333	100	3,995	100			
e. You have received supportive feedback from faculty or other advisors about your career plans	CWPfeedback	0	Not at all	55	2	310	8	2.8	2.3 ***	.46 ▲
		1	Very little	149	6	585	14			
		2	Some	605	26	1,259	32			
		3	Quite a bit	894	38	1,190	30			
		4	Very much	626	27	649	15			
		Total		2,329	100	3,993	100			
f. You have a mentor in your area of interest who shares a similar background as you	CWPmentor	0	Not at all	248	11	1,009	26	2.3	1.7 ***	.51 ▲
		1	Very little	318	14	804	20			
		2	Some	617	27	973	25			
		3	Quite a bit	661	28	730	18			
		4	Very much	484	21	468	11			
		Total		2,328	100	3,984	100			
2. To what extent have the following influenced your career plans?										
a. Advice from family or friends	CWPfamily	0	Not at all	94	4	210	5	2.7	2.5 ***	.15 △
		1	Very little	211	9	498	13			
		2	Some	660	28	1,177	29			
		3	Quite a bit	752	32	1,197	31			
		4	Very much	593	25	857	20			
		—	Not applicable	20	1	51	1			
		Total		2,330	100	3,990	100			

First-Year Students

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				UK		CareerWorkforce Prep		UK	CareerWorkforce Prep	Effect size ^d
				Count	%	Count	%	Mean	Mean	
b. Interactions with a faculty member	CWPinterfac	0	Not at all	201	9	687	18	2.2	1.7 ***	.42
		1	Very little	391	17	872	22			
		2	Some	763	33	1,225	32			
		3	Quite a bit	580	25	683	16			
		4	Very much	348	15	321	7			
		—	Not applicable	46	2	194	5			
		Total		2,329	100	3,982	100			
c. Interactions with advisors, success coaches, and/or career services staff	CWPinteradv	0	Not at all	155	7	755	19	2.3	1.7 ***	.52
		1	Very little	367	16	855	22			
		2	Some	756	33	1,125	29			
		3	Quite a bit	609	26	662	17			
		4	Very much	398	17	332	7			
		—	Not applicable	40	2	256	6			
		Total		2,325	100	3,985	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	324	14	988	25	2.1	1.5 ***	.41
		1	Very little	362	16	683	18			
		2	Some	632	27	867	23			
		3	Quite a bit	510	22	526	14			
		4	Very much	330	14	309	7			
		—	Not applicable	171	7	608	14			
		Total		2,329	100	3,981	100			
e. Internship, co-op, field experience, student teaching, or clinical placement	CWPintern	0	Not at all	342	15	974	25	2.0	1.4 ***	.44
		1	Very little	313	14	539	13			
		2	Some	503	22	643	17			
		3	Quite a bit	413	18	428	10			
		4	Very much	290	12	254	6			
		—	Not applicable	462	20	1,142	29			
		Total		2,323	100	3,980	100			
f. Work experience (on- or off-campus job or prior employment)	CWPwork	0	Not at all	309	13	868	22	2.2	1.7 ***	.32
		1	Very little	311	13	550	14			
		2	Some	567	25	828	21			
		3	Quite a bit	483	21	583	14			
		4	Very much	385	16	451	11			
		—	Not applicable	271	12	690	17			
		Total		2,326	100	3,970	100			
g. Career fairs, workshops, or course-based exploration of career options	CWPfairs	0	Not at all	363	15	914	23	1.9	1.5 ***	.34
		1	Very little	412	18	743	20			
		2	Some	641	28	929	23			
		3	Quite a bit	422	18	466	12			
		4	Very much	266	11	252	6			
		—	Not applicable	224	10	668	16			
		Total		2,328	100	3,972	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		
				UK		CareerWorkforce Prep		UK	CareerWorkforce Prep	Effect size ^d
				Count	%	Count	%	Mean	Mean	
h. Expected job salary and availability	CWPjobsalary	0	Not at all	168	7	399	10	2.5	2.3 ***	.11
		1	Very little	245	11	438	11			
		2	Some	633	27	1,131	28			
		3	Quite a bit	734	32	1,105	28			
		4	Very much	468	20	698	18			
		—	Not applicable	77	3	207	5			
		Total		2,325	100	3,978	100			
i. Fit for your interests and abilities	CWPability	0	Not at all	33	1	75	2	3.1	3.1	-.01
		1	Very little	94	4	182	4			
		2	Some	441	19	758	18			
		3	Quite a bit	847	36	1,381	35			
		4	Very much	878	37	1,510	39			
		—	Not applicable	31	1	61	2			
		Total		2,324	100	3,967	100			
j. Desire to impact or support my community	CWPimpact	0	Not at all	47	2	149	4	2.9	2.8 ***	.10
		1	Very little	140	6	301	8			
		2	Some	591	26	1,020	26			
		3	Quite a bit	749	32	1,136	28			
		4	Very much	760	32	1,288	32			
		—	Not applicable	35	2	71	2			
		Total		2,322	100	3,965	100			
k. Desire to make a difference in broader society	CWPsociety	0	Not at all	62	3	170	4	2.9	2.8 ***	.08
		1	Very little	152	7	325	9			
		2	Some	571	25	970	25			
		3	Quite a bit	733	31	1,081	26			
		4	Very much	777	33	1,341	33			
		—	Not applicable	29	1	83	2			
		Total		2,324	100	3,970	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	37	2	80	2	2.8	2.7 ***	.20
		1	Very little	115	5	331	8			
		2	Some	625	27	1,341	33			
		3	Quite a bit	893	38	1,322	34			
		4	Very much	626	27	837	21			
		—	Not applicable	22	1	51	2			
		Total		2,318	100	3,962	100			
b. Demonstrate effective work habits (punctuality, working productively with others, time and workload management, etc.)	CWPhabits	0	Not at all	22	1	58	1	3.0	2.9 ***	.08
		1	Very little	83	4	245	6			
		2	Some	500	22	930	23			
		3	Quite a bit	938	40	1,467	38			
		4	Very much	759	32	1,226	31			
		—	Not applicable	15	1	29	1			
		Total		2,317	100	3,955	100			

First-Year Students

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				UK		CareerWorkforce Prep		UK	CareerWorkforce Prep	Effect size ^d
				Count	%	Count	%	Mean	Mean	
c. Network with alumni or professionals to make potential career connections	CWPnetwork	0	Not at all	137	6	380	9	2.5	2.1 ***	.33
		1	Very little	284	12	828	21			
		2	Some	730	32	1,303	34			
		3	Quite a bit	669	29	846	22			
		4	Very much	467	20	499	12			
		—	Not applicable	32	1	97	2			
Total				2,319	100	3,953	100			
d. Communicate your knowledge, skills, and experiences to potential employers	CWPcommunicate	0	Not at all	48	2	147	3	2.7	2.5 ***	.21
		1	Very little	172	7	482	12			
		2	Some	665	29	1,277	32			
		3	Quite a bit	839	36	1,247	33			
		4	Very much	573	25	741	19			
		—	Not applicable	18	1	60	1			
Total				2,315	100	3,954	100			
e. Use career-specific technology (devices, programs, or tools used by those in the field)	CWPtech	0	Not at all	57	2	157	3	2.8	2.5 ***	.21
		1	Very little	172	7	492	12			
		2	Some	638	28	1,238	31			
		3	Quite a bit	844	36	1,206	31			
		4	Very much	586	25	770	20			
		—	Not applicable	24	1	83	2			
Total				2,321	100	3,946	100			
f. Work effectively with people of other backgrounds (economic, racial/ethnic, political, religious, nationality, etc.)	CWPdiverse	0	Not at all	19	1	50	1	3.2	3.2 *	-.05
		1	Very little	62	3	151	4			
		2	Some	425	19	625	16			
		3	Quite a bit	804	35	1,310	33			
		4	Very much	990	42	1,771	46			
		—	Not applicable	17	1	39	1			
Total				2,317	100	3,946	100			
g. Address ethical issues you might face in your career	CWPethics	0	Not at all	39	2	73	2	2.9	2.8 ***	.09
		1	Very little	101	4	283	7			
		2	Some	556	24	1,039	25			
		3	Quite a bit	863	37	1,368	36			
		4	Very much	736	31	1,132	29			
		—	Not applicable	19	1	60	2			
Total				2,314	100	3,955	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	105	5	336	8	2.9	2.7 ***	.19
		2	Sometimes	599	26	1,279	33			
		3	Often	1,049	46	1,489	37			
		4	Very often	559	24	846	21			
		Total				2,312	100			
b. Researched a career interest, a potential employer, or the job market	CWPresearch	1	Never	275	12	853	21	2.7	2.4 ***	.34
		2	Sometimes	641	28	1,358	35			
		3	Often	883	38	1,121	29			
		4	Very often	516	22	605	15			
		Total				2,315	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		
				UK		CareerWorkforce Prep		UK	CareerWorkforce Prep	
				Count	%	Count	%	Mean	Mean	Effect size ^d
c. Learned about a career or industry from practicing professionals	CWPpractice	1	Never	235	10	751	19	2.7	2.4 ***	.33
		2	Sometimes	668	29	1,405	37			
		3	Often	907	39	1,177	29			
		4	Very often	498	21	612	15			
		Total		2,308	100	3,945	100			
d. Observed employees in action at a place of work (clinics, offices, schools, etc.)	CWPobserve	1	Never	659	28	1,740	43	2.3	2.0 ***	.35
		2	Sometimes	597	26	990	26			
		3	Often	677	29	780	20			
		4	Very often	381	16	420	10			
		Total		2,314	100	3,930	100			
e. Connected your learning to how you can impact your community and society	CWPconnect	1	Never	174	8	521	13	2.7	2.5 ***	.24
		2	Sometimes	712	31	1,440	37			
		3	Often	937	41	1,318	34			
		4	Very often	488	21	656	16			
		Total		2,311	100	3,935	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	360	16	915	24	18%	14% ***	.13
			Do not plan to do	344	15	672	18			
		<i>(Means indicate the percentage who responded "Done or in progress.")</i>	Plan to do	1,186	51	1,790	45			
			Done or in progress	421	18	552	14			
		Total		2,311	100	3,929	100			
b. Complete a career profile or self-assessment to identify occupations that match your strengths and interests	CWPprofile		Have not decided	272	12	645	16	20%	22%	-.03
			Do not plan to do	286	12	531	14			
		<i>(Means indicate the percentage who responded "Done or in progress.")</i>	Plan to do	1,267	55	1,925	48			
			Done or in progress	474	20	824	22			
		Total		2,299	100	3,925	100			
c. Attend a talk, panel discussion, or workshop about careers	CWPtalk		Have not decided	322	14	721	18	20%	15% ***	.14
			Do not plan to do	274	12	489	12			
		<i>(Means indicate the percentage who responded "Done or in progress.")</i>	Plan to do	1,237	54	2,138	55			
			Done or in progress	472	20	575	15			
		Total		2,305	100	3,923	100			
d. Discuss your career interests with a faculty member	CWPfaculty		Have not decided	172	8	528	14	34%	25% ***	.20
			Do not plan to do	137	6	283	7			
		<i>(Means indicate the percentage who responded "Done or in progress.")</i>	Plan to do	1,203	52	2,139	54			
			Done or in progress	794	34	972	25			
		Total		2,306	100	3,922	100			
e. Interview or shadow someone in a career that you are considering	CWPinterview		Have not decided	212	9	632	16	18%	11% ***	.20
			Do not plan to do	98	4	204	6			
		<i>(Means indicate the percentage who responded "Done or in progress.")</i>	Plan to do	1,579	68	2,662	67			
			Done or in progress	416	18	423	11			
		Total		2,305	100	3,921	100			
f. Participate in a major- or career-related co-curricular activity (student organization, professional or honor society, etc.)	CWPmajor		Have not decided	346	15	805	19	21%	16% ***	.13
			Do not plan to do	177	8	317	8			
		<i>(Means indicate the percentage who responded "Done or in progress.")</i>	Plan to do	1,287	56	2,192	57			
			Done or in progress	495	21	602	16			
		Total		2,305	100	3,916	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		
				UK		CareerWorkforce Prep		UK	CareerWorkforce 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	150	7	510	13	39%	26% ***	.28
			Do not plan to do	86	4	230	6			
			Plan to do	1,165	51	2,202	55			
			Done or in progress	909	39	975	26			
			Total	2,310	100	3,917	100			
h. Get help with your résumé	CWPResume (Means indicate the percentage who responded "Done or in progress.")		Have not decided	191	8	424	10	26%	22% ***	.09
			Do not plan to do	123	5	246	6			
			Plan to do	1,398	60	2,424	62			
			Done or in progress	599	26	829	22			
			Total	2,311	100	3,923	100			
i. Participate in a mock or practice interview	CWPmock (Means indicate the percentage who responded "Done or in progress.")		Have not decided	319	14	853	21	14%	11% ***	.09
			Do not plan to do	219	10	503	12			
			Plan to do	1,441	62	2,112	56			
			Done or in progress	330	14	450	11			
			Total	2,309	100	3,918	100			
j. Participate in a career fair	CWPcareerfair (Means indicate the percentage who responded "Done or in progress.")		Have not decided	297	13	766	19	24%	18% ***	.15
			Do not plan to do	242	10	430	11			
			Plan to do	1,206	52	2,043	52			
			Done or in progress	564	24	688	18			
			Total	2,309	100	3,927	100			
k. Complete a paid internship	CWPpaid (Means indicate the percentage who responded "Done or in progress.")		Have not decided	300	13	669	17	8%	5% ***	.11
			Do not plan to do	128	6	193	5			
			Plan to do	1,692	73	2,846	73			
			Done or in progress	189	8	222	5			
			Total	2,309	100	3,930	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	356	16	846	21	12%	7% ***	.15
			Do not plan to do	133	6	238	6			
			Plan to do	1,542	67	2,542	66			
			Done or in progress	269	12	287	7			
			Total	2,300	100	3,913	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	390	17	802	19	1.5	1.4 **	.09
		1	Very little	231	10	421	11			
		2	Some	290	13	404	10			
		3	Quite a bit	131	6	237	6			
		4	Very much	165	7	294	6			
		—	Not working for pay	1,082	47	1,729	47			
			Total	2,289	100	3,887	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 438 first-year student(s) and 493 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		
				UK		CareerWorkforce Prep		UK	CareerWorkforce 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	51	2	149	3	2.9	2.9	.04
		1	Very little	133	6	321	7			
		2	Some	457	22	1,035	23			
		3	Quite a bit	769	36	1,414	31			
		4	Very much	717	33	1,503	35			
			Total	2,127	100	4,422	100			
b. What you are learning at this institution is relevant to your career plans	CWPrelevant	0	Not at all	28	1	80	2	3.0	3.0	.01
		1	Very little	96	5	176	4			
		2	Some	430	20	954	22			
		3	Quite a bit	789	37	1,571	35			
		4	Very much	788	37	1,628	37			
			Total	2,131	100	4,409	100			
c. You know where to go with questions about your career plans or further education	CWPquestions	0	Not at all	53	3	187	4	2.9	2.7 ***	.11 △
		1	Very little	150	7	425	10			
		2	Some	507	24	1,105	25			
		3	Quite a bit	713	34	1,358	31			
		4	Very much	704	33	1,337	31			
			Total	2,127	100	4,412	100			
d. You can describe the knowledge, skills, and experiences that are necessary for your career plans	CWPdescribe	0	Not at all	28	1	81	2	3.0	3.0	.00
		1	Very little	79	4	204	4			
		2	Some	441	21	900	21			
		3	Quite a bit	853	40	1,666	37			
		4	Very much	727	34	1,553	36			
			Total	2,128	100	4,404	100			
e. You have received supportive feedback from faculty or other advisors about your career plans	CWPfeedback	0	Not at all	100	5	372	8	2.7	2.5 ***	.17 △
		1	Very little	201	9	585	14			
		2	Some	540	26	1,086	24			
		3	Quite a bit	646	30	1,211	27			
		4	Very much	637	30	1,146	26			
			Total	2,124	100	4,400	100			
f. You have a mentor in your area of interest who shares a similar background as you	CWPmentor	0	Not at all	287	14	1,061	25	2.3	1.9 ***	.25 △
		1	Very little	325	15	702	16			
		2	Some	506	24	960	22			
		3	Quite a bit	502	24	781	17			
		4	Very much	508	23	893	20			
			Total	2,128	100	4,397	100			
2. To what extent have the following influenced your career plans?										
a. Advice from family or friends	CWPfamily	0	Not at all	109	5	332	7	2.6	2.4 ***	.12 △
		1	Very little	200	9	558	12			
		2	Some	655	31	1,241	28			
		3	Quite a bit	632	30	1,237	28			
		4	Very much	514	24	935	21			
		—	Not applicable	17	1	97	2			
			Total	2,127	100	4,400	100			

Seniors

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				UK		CareerWorkforce Prep		UK	CareerWorkforce Prep	Effect size ^d
				Count	%	Count	%	Mean	Mean	
b. Interactions with a faculty member	CWPinterfac	0	Not at all	229	11	586	13	2.2	2.1 ***	.10
		1	Very little	331	16	732	18			
		2	Some	681	32	1,305	30			
		3	Quite a bit	506	24	977	22			
		4	Very much	345	16	627	14			
		—	Not applicable	32	1	168	4			
Total				2,124	100	4,395	100			
c. Interactions with advisors, success coaches, and/or career services staff	CWPinteradv	0	Not at all	312	15	949	22	2.0	1.7 ***	.28
		1	Very little	394	19	962	23			
		2	Some	631	30	1,089	24			
		3	Quite a bit	445	21	654	14			
		4	Very much	298	14	447	10			
		—	Not applicable	48	2	295	7			
Total				2,128	100	4,396	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	432	20	1,187	27	1.8	1.5 ***	.22
		1	Very little	342	16	700	16			
		2	Some	500	23	737	17			
		3	Quite a bit	343	16	512	12			
		4	Very much	267	13	413	10			
		—	Not applicable	241	11	846	18			
Total				2,125	100	4,395	100			
e. Internship, co-op, field experience, student teaching, or clinical placement	CWPintern	0	Not at all	233	11	680	16	2.5	2.3 ***	.14
		1	Very little	158	8	352	8			
		2	Some	414	20	742	17			
		3	Quite a bit	501	23	832	19			
		4	Very much	557	26	994	23			
		—	Not applicable	262	12	788	18			
Total				2,125	100	4,388	100			
f. Work experience (on- or off-campus job or prior employment)	CWPwork	0	Not at all	163	8	506	12	2.6	2.5 **	.07
		1	Very little	216	10	410	10			
		2	Some	484	23	912	20			
		3	Quite a bit	563	26	1,021	22			
		4	Very much	583	27	1,205	28			
		—	Not applicable	114	5	333	8			
Total				2,123	100	4,387	100			
g. Career fairs, workshops, or course-based exploration of career options	CWPfairs	0	Not at all	471	22	1,071	24	1.7	1.6 ***	.09
		1	Very little	370	17	777	18			
		2	Some	562	27	983	23			
		3	Quite a bit	296	14	483	11			
		4	Very much	211	10	407	9			
		—	Not applicable	210	10	665	14			
Total				2,120	100	4,386	100			

Seniors

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				UK		CareerWorkforce Prep		UK	CareerWorkforce Prep	Effect size ^d
				Count	%	Count	%	Mean	Mean	
h. Expected job salary and availability	CWPjobsalary	0	Not at all	133	6	411	9	2.5	2.4 ***	.10
		1	Very little	203	9	491	11			
		2	Some	627	29	1,207	27			
		3	Quite a bit	630	30	1,108	26			
		4	Very much	491	23	970	23			
		—	Not applicable	41	2	196	4			
Total				2,125	100	4,383	100			
i. Fit for your interests and abilities	CWPability	0	Not at all	38	2	94	2	3.1	3.2 *	-.06
		1	Very little	60	3	140	3			
		2	Some	363	17	730	16			
		3	Quite a bit	751	35	1,465	33			
		4	Very much	898	42	1,875	45			
		—	Not applicable	17	1	79	2			
Total				2,127	100	4,383	100			
j. Desire to impact or support my community	CWPimpact	0	Not at all	68	3	202	5	2.9	2.9	-.02
		1	Very little	143	7	293	7			
		2	Some	505	24	907	21			
		3	Quite a bit	612	29	1,185	26			
		4	Very much	777	36	1,694	39			
		—	Not applicable	22	1	107	3			
Total				2,127	100	4,388	100			
k. Desire to make a difference in broader society	CWPsociety	0	Not at all	66	3	194	4	2.9	2.9	-.03
		1	Very little	136	7	294	7			
		2	Some	496	24	880	20			
		3	Quite a bit	610	29	1,156	26			
		4	Very much	796	37	1,764	41			
		—	Not applicable	23	1	102	2			
Total				2,127	100	4,390	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	38	2	157	4	2.8	2.7 ***	.09
		1	Very little	139	7	322	7			
		2	Some	572	27	1,254	29			
		3	Quite a bit	765	36	1,430	32			
		4	Very much	574	27	1,122	27			
		—	Not applicable	31	1	82	2			
Total				2,119	100	4,367	100			
b. Demonstrate effective work habits (punctuality, working productively with others, time and workload management, etc.)	CWPhabits	0	Not at all	21	1	48	1	3.2	3.2 **	-.08
		1	Very little	52	3	130	3			
		2	Some	369	18	639	14			
		3	Quite a bit	770	36	1,524	34			
		4	Very much	895	42	1,992	46			
		—	Not applicable	9	0	35	1			
Total				2,116	100	4,368	100			

Seniors

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				UK		CareerWorkforce Prep		UK	CareerWorkforce Prep	Effect size ^d
				Count	%	Count	%	Mean	Mean	
c. Network with alumni or professionals to make potential career connections	CWPnetwork	0	Not at all	127	6	376	8	2.5	2.3 ***	.15
		1	Very little	266	13	752	18			
		2	Some	648	30	1,285	29			
		3	Quite a bit	588	28	973	22			
		4	Very much	463	22	859	20			
		—	Not applicable	23	1	115	3			
Total				2,115	100	4,360	100			
d. Communicate your knowledge, skills, and experiences to potential employers	CWPcommunicate	0	Not at all	31	2	95	2	2.9	2.9	.03
		1	Very little	100	5	254	6			
		2	Some	518	25	1,098	25			
		3	Quite a bit	807	38	1,475	33			
		4	Very much	648	30	1,375	32			
		—	Not applicable	13	1	60	1			
Total				2,117	100	4,357	100			
e. Use career-specific technology (devices, programs, or tools used by those in the field)	CWPtech	0	Not at all	32	2	117	3	2.9	2.8 ***	.07
		1	Very little	98	5	271	6			
		2	Some	519	24	1,120	26			
		3	Quite a bit	807	38	1,474	33			
		4	Very much	647	31	1,285	31			
		—	Not applicable	12	1	88	2			
Total				2,115	100	4,355	100			
f. Work effectively with people of other backgrounds (economic, racial/ethnic, political, religious, nationality, etc.)	CWPdiverse	0	Not at all	16	1	40	1	3.3	3.4 ***	-.11
		1	Very little	43	2	85	2			
		2	Some	294	14	510	11			
		3	Quite a bit	707	34	1,325	30			
		4	Very much	1,049	49	2,343	55			
		—	Not applicable	11	1	51	1			
Total				2,120	100	4,354	100			
g. Address ethical issues you might face in your career	CWPethics	0	Not at all	28	1	63	2	3.0	3.1 *	-.06
		1	Very little	75	4	165	4			
		2	Some	452	22	856	20			
		3	Quite a bit	787	37	1,524	34			
		4	Very much	756	35	1,670	39			
		—	Not applicable	17	1	75	2			
Total				2,115	100	4,353	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	48	2	203	5	3.1	3.1 *	.05
		2	Sometimes	421	20	943	22			
		3	Often	856	41	1,508	35			
		4	Very often	792	37	1,699	39			
		Total				2,117	100			
b. Researched a career interest, a potential employer, or the job market	CWPresearch	1	Never	211	10	716	16	2.8	2.6 ***	.17
		2	Sometimes	608	29	1,369	32			
		3	Often	711	34	1,175	26			
		4	Very often	587	27	1,091	25			
		Total				2,117	100			

Seniors

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				UK		CareerWorkforce Prep		UK	CareerWorkforce Prep	Effect size ^d
				Count	%	Count	%	Mean	Mean	
c. Learned about a career or industry from practicing professionals	CWPpractice	1	Never	147	7	490	12	2.9	2.7 ***	.16
		2	Sometimes	591	28	1,399	33			
		3	Often	786	37	1,309	29			
		4	Very often	591	28	1,148	26			
		Total		2,115	100	4,346	100			
d. Observed employees in action at a place of work (clinics, offices, schools, etc.)	CWPobserve	1	Never	503	24	1,531	37	2.5	2.2 ***	.26
		2	Sometimes	555	26	1,092	26			
		3	Often	545	26	786	17			
		4	Very often	508	24	933	20			
		Total		2,111	100	4,342	100			
e. Connected your learning to how you can impact your community and society	CWPconnect	1	Never	139	7	457	11	2.9	2.7 ***	.12
		2	Sometimes	574	28	1,269	30			
		3	Often	806	38	1,405	32			
		4	Very often	593	28	1,215	27			
		Total		2,112	100	4,346	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	172	8	530	12	30%	27% **	.06
			Do not plan to do	871	41	1,967	47			
			Plan to do	431	21	689	15			
			Done or in progress	637	30	1,149	27			
			Total	2,111	100	4,335	100			
<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	CWPprofile		Have not decided	166	8	522	12	34%	32%	.04
			Do not plan to do	698	33	1,501	35			
			Plan to do	514	25	935	20			
			Done or in progress	735	34	1,371	32			
			Total	2,113	100	4,329	100			
<i>(Means indicate the percentage who responded "Done or in progress.")</i>										
c. Attend a talk, panel discussion, or workshop about careers	CWPtalk		Have not decided	182	9	516	11	36%	35%	.03
			Do not plan to do	629	30	1,431	33			
			Plan to do	525	25	964	21			
			Done or in progress	774	36	1,429	35			
			Total	2,110	100	4,340	100			
<i>(Means indicate the percentage who responded "Done or in progress.")</i>										
d. Discuss your career interests with a faculty member	CWPfaculty		Have not decided	103	5	411	9	52%	47% ***	.11
			Do not plan to do	345	17	894	21			
			Plan to do	544	26	1,034	23			
			Done or in progress	1,117	52	2,002	47			
			Total	2,109	100	4,341	100			
<i>(Means indicate the percentage who responded "Done or in progress.")</i>										
e. Interview or shadow someone in a career that you are considering	CWPinterview		Have not decided	161	8	598	14	43%	34% ***	.18
			Do not plan to do	403	19	1,081	25			
			Plan to do	629	30	1,218	27			
			Done or in progress	921	43	1,444	34			
			Total	2,114	100	4,341	100			
<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.)	CWPmajor		Have not decided	172	8	577	13	43%	37% ***	.13
			Do not plan to do	568	27	1,532	35			
			Plan to do	442	21	720	15			
			Done or in progress	926	43	1,494	37			
			Total	2,108	100	4,323	100			
<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		
				UK		CareerWorkforce Prep		UK	CareerWorkforce 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	116	6	475	11	49%	39% ***	.21
			Do not plan to do	433	21	1,176	27			
			Plan to do	512	25	1,049	24			
			Done or in progress	1,052	49	1,634	39			
			Total	2,113	100	4,334	100			
h. Get help with your résumé	CWPresume <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	79	4	327	8	54%	50% ***	.08
			Do not plan to do	301	14	789	17			
			Plan to do	574	27	1,134	25			
			Done or in progress	1,154	54	2,090	50			
			Total	2,108	100	4,340	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	166	8	571	13	36%	26% ***	.21
			Do not plan to do	569	27	1,560	36			
			Plan to do	619	30	1,088	25			
			Done or in progress	756	36	1,115	26			
			Total	2,110	100	4,334	100			
j. Participate in a career fair	CWPcareerfair <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	164	8	498	11	44%	38% ***	.12
			Do not plan to do	602	28	1,375	31			
			Plan to do	426	20	967	21			
			Done or in progress	919	44	1,493	38			
			Total	2,111	100	4,333	100			
k. Complete a paid internship	CWPpaid <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	203	10	589	13	36%	30% ***	.12
			Do not plan to do	581	27	1,446	32			
			Plan to do	568	27	1,077	24			
			Done or in progress	754	36	1,226	30			
			Total	2,106	100	4,338	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	212	10	648	15	34%	30% ***	.11
			Do not plan to do	334	16	906	20			
			Plan to do	820	39	1,562	36			
			Done or in progress	729	34	1,201	30			
			Total	2,095	100	4,317	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	314	15	770	17	2.2	2.1 *	.06
		1	Very little	203	10	424	10			
		2	Some	350	17	658	16			
		3	Quite a bit	297	14	527	12			
		4	Very much	462	22	938	22			
		—	Not working for pay	471	23	997	24			
			Total	2,097	100	4,314	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 438 first-year student(s) and 493 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
		UK	CareerWorkforce Prep	UK	CareerWorkforce Prep	UK	CareerWorkforce Prep			
CWPidea	2,329	2.80	2.68	.020	.009	0.99	1.04	3,333	.000	.11
CWPrelevant	2,328	2.92	2.87	.019	.008	0.91	0.93	3,283	.009	.06
CWPquestions	2,332	2.91	2.64	.020	.009	0.95	1.06	3,463	.000	.26
CWPdescribe	2,333	2.89	2.66	.018	.009	0.89	0.97	3,413	.000	.24
CWPfeedback	2,329	2.80	2.29	.020	.010	0.98	1.14	3,564	.000	.46
CWPmentor	2,329	2.35	1.68	.026	.012	1.24	1.33	3,358	.000	.51
CWPfamily	2,310	2.66	2.49	.022	.010	1.08	1.11	3,271	.000	.15
CWPinterfac	2,284	2.21	1.71	.024	.011	1.16	1.17	3,219	.000	.42
CWPinteradvis	2,285	2.31	1.70	.024	.011	1.14	1.20	3,317	.000	.52
CWPcocurr	2,158	2.07	1.54	.027	.012	1.27	1.29	3,084	.000	.41
CWPintern	1,863	2.00	1.42	.031	.014	1.32	1.31	2,665	.000	.44
CWPwork	2,055	2.16	1.73	.029	.013	1.30	1.37	2,994	.000	.32
CWPfairs	2,105	1.91	1.50	.027	.012	1.26	1.23	2,943	.000	.34
CWPjobsalary	2,249	2.48	2.35	.024	.011	1.15	1.21	3,232	.000	.11
CWPability	2,294	3.06	3.06	.019	.009	0.93	0.96	14,848	.786	-.01
CWPimpact	2,287	2.87	2.77	.021	.010	1.01	1.11	3,383	.000	.10
CWPcommunity	2,296	2.86	2.77	.022	.010	1.04	1.15	3,395	.000	.08
CWPobstacle	2,297	2.84	2.65	.019	.009	0.93	0.98	3,278	.000	.20
CWP habits	2,303	3.00	2.93	.018	.008	0.88	0.95	3,338	.000	.08
CWPnetwork	2,288	2.46	2.09	.023	.010	1.12	1.13	3,205	.000	.33
CWPcommunicate	2,297	2.74	2.52	.020	.009	0.98	1.03	3,293	.000	.21
CWPtech	2,297	2.75	2.53	.021	.009	0.99	1.05	3,311	.000	.21
CWPdiverse	2,300	3.16	3.20	.018	.008	0.88	0.91	3,256	.033	-.05
CWPethics	2,295	2.93	2.85	.020	.009	0.94	0.98	3,269	.000	.09
CWPanalyze	2,313	2.89	2.72	.017	.008	0.82	0.89	3,392	.000	.19
CWPresearch	2,316	2.70	2.38	.020	.009	0.94	0.97	3,281	.000	.34
CWPpractice	2,309	2.72	2.40	.019	.008	0.91	0.96	3,300	.000	.33
CWPobserve	2,315	2.34	1.98	.022	.009	1.06	1.02	3,156	.000	.35
CWPconnect	2,312	2.75	2.52	.018	.008	0.87	0.91	3,310	.000	.24

First-Year Students

Variable name	N	Mean		Standard error ^f		Standard deviation ^g		DF ^h	Sig. ⁱ	Effect size ^d
		UK	CareerWorkforce Prep	UK	CareerWorkforce Prep	UK	CareerWorkforce Prep			
CWPcourse ^k	2313	18%	14%	.008	.003	--	--	--	.000	.13
CWPprofile ^k	12701	20%	22%	.008	.004	--	--	--	.176	-.03
CWPtalk ^k	12914	20%	15%	.008	.003	--	--	--	.000	.14
CWPfaculty ^k	12768	34%	25%	.010	.004	--	--	--	.000	.20
CWPinterview ^k	2158	18%	11%	.008	.003	--	--	--	.000	.20
CWPmajor ^k	11090	21%	16%	.009	.003	--	--	--	.000	.13
CWPmeetstaff ^k	2297	39%	26%	.010	.004	--	--	--	.000	.28
CWPpresume ^k	2333	26%	22%	.009	.004	--	--	--	.000	.09
CWPmock ^k	12591	14%	11%	.007	.003	--	--	--	.000	.09
CWPcareerfair ^k	12556	24%	18%	.009	.003	--	--	--	.000	.15
CWPpaid ^k	2312	8%	5%	.006	.002	--	--	--	.000	.11
CWPalumni ^k	2294	12%	7%	.007	.002	--	--	--	.000	.15
CWPworkpay	1,210	1.54	1.41	.040	.017	1.39	1.39	7,827	.003	.09

Seniors

Variable name	N	Mean		Standard error ^f		Standard deviation ^g		DF ^h	Sig. ⁱ	Effect size ^d
		UK	CareerWorkforce Prep	UK	CareerWorkforce Prep	UK	CareerWorkforce Prep			
		Comparisons with: CareerWorkforce Prep								
CWPidea	2127	2.92	2.87	.022	.009	1.01	1.07	2,957	.052	.04
CWPrelevant	2,132	3.03	3.02	.020	.008	0.94	0.95	15,182	.789	.01
CWPquestions	2,127	2.87	2.75	.022	.010	1.03	1.11	2,988	.000	.11
CWPdescribe	2,129	3.01	3.01	.020	.008	0.91	0.95	2,947	.885	.00
CWPfeedback	2,124	2.71	2.50	.025	.011	1.13	1.24	3,024	.000	.17
CWPmentor	2,128	2.28	1.93	.029	.013	1.34	1.46	3,016	.000	.25
CWPfamily	2,110	2.59	2.45	.024	.010	1.11	1.17	2,948	.000	.12
CWPinterfac	2,093	2.19	2.06	.026	.011	1.21	1.24	14,601	.000	.10
CWPinteradvis	2,081	2.01	1.65	.027	.012	1.25	1.28	2,867	.000	.28
CWPocurr	1,885	1.83	1.53	.031	.013	1.35	1.38	2,626	.000	.22
CWPintern	1,864	2.52	2.32	.031	.014	1.33	1.45	2,697	.000	.14
CWPwork	2,009	2.58	2.49	.028	.012	1.24	1.35	2,873	.002	.07
CWPfairs	1,916	1.69	1.57	.030	.012	1.29	1.31	13,080	.000	.09
CWPjobsalary	2,084	2.55	2.43	.025	.011	1.14	1.23	2,963	.000	.10
CWPability	2,110	3.13	3.19	.020	.008	0.93	0.93	14,864	.014	-.06
CWPimpact	2,104	2.88	2.90	.024	.010	1.09	1.14	2,933	.295	-.02
CWP society	2,104	2.90	2.94	.024	.010	1.08	1.14	2,937	.154	-.03
CWPobstacle	2,088	2.81	2.72	.021	.009	0.98	1.06	2,952	.000	.09
CWP habits	2,107	3.16	3.23	.019	.008	0.88	0.89	14,923	.001	-.08
CWPnetwork	2,092	2.47	2.28	.025	.011	1.15	1.22	2,940	.000	.15
CWPcommunicate	2,104	2.91	2.89	.020	.009	0.94	1.01	2,959	.216	.03
CWPtech	2,103	2.92	2.85	.020	.009	0.94	1.02	2,998	.001	.07
CWPdiverse	2,109	3.28	3.38	.018	.007	0.84	0.83	14,858	.000	-.11
CWPethics	2,098	3.02	3.08	.020	.008	0.92	0.94	2,869	.013	-.06
CWPanalyze	2,117	3.12	3.08	.017	.008	0.80	0.89	3,032	.018	.05
CWPresearch	2,117	2.79	2.61	.021	.009	0.96	1.04	2,993	.000	.17
CWPpractice	2,115	2.86	2.70	.020	.009	0.90	0.98	2,999	.000	.16
CWPobserve	2,111	2.50	2.21	.024	.010	1.10	1.14	14,957	.000	.26
CWPconnect	2,113	2.86	2.75	.020	.009	0.90	0.98	2,996	.000	.12

Seniors

Variable name	N	Mean		Standard error ^f		Standard deviation ^g		DF ^h	Sig. ⁱ	Effect size ^d
		UK	CareerWorkforce Prep	UK	CareerWorkforce Prep	UK	CareerWorkforce Prep			
CWPcourse ^k	2117	30%	27%	.010	.004	--	--	--	.006	.06
CWPprofile ^k	12860	34%	32%	.010	.004	--	--	--	.116	.04
CWPtalk ^k	13038	36%	35%	.010	.004	--	--	--	.231	.03
CWPfaculty ^k	12878	52%	47%	.011	.004	--	--	--	.000	.11
CWPinterview ^k	1885	43%	34%	.011	.004	--	--	--	.000	.18
CWPmajor ^k	10718	43%	37%	.011	.004	--	--	--	.000	.13
CWPmeetstaff ^k	2104	49%	39%	.011	.004	--	--	--	.000	.21
CWPpresume ^k	2129	54%	50%	.011	.004	--	--	--	.000	.08
CWPmock ^k	12736	36%	26%	.010	.004	--	--	--	.000	.21
CWPcareerfair ^k	12756	44%	38%	.011	.004	--	--	--	.000	.12
CWPpaid ^k	2113	36%	30%	.010	.004	--	--	--	.000	.12
CWPalumni ^k	2110	34%	30%	.010	.004	--	--	--	.000	.11
CWPworkpay	1,620	2.24	2.15	.036	.015	1.47	1.52	2,245	.026	.06

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.