
NSSE 2024 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	20	2	283	3	2.8	2.7 ***	.09 △
		1	Very little	100	7	877	9			
		2	Some	375	28	2,638	27			
		3	Quite a bit	476	35	3,487	35			
		4	Very much	401	29	2,566	26			
			Total	1,372	100	9,851	100			
b. What you are learning at this institution is relevant to your career plans	CWPrelevant	0	Not at all	16	1	119	1	2.9	2.9	.00
		1	Very little	57	4	446	5			
		2	Some	347	26	2,365	24			
		3	Quite a bit	515	37	3,807	39			
		4	Very much	432	31	3,092	31			
			Total	1,367	100	9,829	100			
c. You know where to go with questions about your career plans or further education	CWPquestions	0	Not at all	19	2	309	3	2.9	2.7 ***	.22 △
		1	Very little	64	5	940	10			
		2	Some	341	25	2,597	26			
		3	Quite a bit	506	37	3,403	35			
		4	Very much	441	32	2,584	26			
			Total	1,371	100	9,833	100			
d. You can describe the knowledge, skills, and experiences that are necessary for your career plans	CWPdescribe	0	Not at all	14	1	179	2	2.9	2.7 ***	.17 △
		1	Very little	57	4	754	8			
		2	Some	373	28	2,897	29			
		3	Quite a bit	532	39	3,707	38			
		4	Very much	390	28	2,282	23			
			Total	1,366	100	9,819	100			
e. You have received supportive feedback from faculty or other advisors about your career plans	CWPfeedback	0	Not at all	22	2	705	8	2.8	2.4 ***	.40 ▲
		1	Very little	85	6	1,327	13			
		2	Some	357	27	2,953	30			
		3	Quite a bit	514	38	3,013	30			
		4	Very much	385	28	1,816	18			
			Total	1,363	100	9,814	100			
f. You have a mentor in your area of interest who shares a similar background as you	CWPmentor	0	Not at all	139	10	2,232	24	2.4	1.8 ***	.42 ▲
		1	Very little	208	15	1,890	19			
		2	Some	333	25	2,406	24			
		3	Quite a bit	380	28	1,955	20			
		4	Very much	303	22	1,321	13			
			Total	1,363	100	9,804	100			
2. To what extent have the following influenced your career plans?										
a. Advice from family or friends	CWPfamily	0	Not at all	46	3	535	6	2.7	2.6 ***	.10 △
		1	Very little	124	9	1,083	11			
		2	Some	393	29	2,672	27			
		3	Quite a bit	454	33	3,063	32			
		4	Very much	342	25	2,341	23			
		—	Not applicable	10	1	122	1			
			Total	1,369	100	9,816	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	124	9	1,655	17	2.2	1.8 ***	.39
		1	Very little	221	16	2,053	21			
		2	Some	430	32	3,001	31			
		3	Quite a bit	343	25	1,733	17			
		4	Very much	223	16	868	8			
		—	Not applicable	21	2	489	5			
		Total		1,362	100	9,799	100			
c. Interactions with advisors, success coaches, and/or career services staff	CWPinteradv	0	Not at all	116	8	1,806	19	2.3	1.7 ***	.47
		1	Very little	192	14	2,054	21			
		2	Some	416	31	2,743	28			
		3	Quite a bit	378	28	1,646	17			
		4	Very much	232	17	896	9			
		—	Not applicable	28	2	658	6			
		Total		1,362	100	9,803	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	203	15	2,354	24	2.1	1.6 ***	.38
		1	Very little	213	15	1,758	18			
		2	Some	358	27	2,085	22			
		3	Quite a bit	280	20	1,363	14			
		4	Very much	204	15	781	8			
		—	Not applicable	107	8	1,453	14			
		Total		1,365	100	9,794	100			
e. Internship, co-op, field experience, student teaching, or clinical placement	CWPintern	0	Not at all	194	14	2,193	23	2.1	1.5 ***	.40
		1	Very little	179	13	1,295	13			
		2	Some	282	21	1,569	16			
		3	Quite a bit	255	19	1,125	11			
		4	Very much	194	14	714	7			
		—	Not applicable	259	19	2,888	29			
		Total		1,363	100	9,784	100			
f. Work experience (on- or off-campus job or prior employment)	CWPwork	0	Not at all	191	14	1,903	20	2.2	1.8 ***	.25
		1	Very little	188	14	1,369	14			
		2	Some	320	24	2,005	21			
		3	Quite a bit	286	21	1,504	15			
		4	Very much	249	18	1,232	12			
		—	Not applicable	129	9	1,760	18			
		Total		1,363	100	9,773	100			
g. Career fairs, workshops, or course-based exploration of career options	CWPfairs	0	Not at all	214	16	2,142	22	1.9	1.6 ***	.31
		1	Very little	240	18	1,776	18			
		2	Some	370	27	2,286	23			
		3	Quite a bit	264	19	1,270	13			
		4	Very much	164	12	630	6			
		—	Not applicable	114	8	1,672	17			
		Total		1,366	100	9,776	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	79	6	903	9	2.5	2.4 ***	.13
		1	Very little	140	10	1,088	11			
		2	Some	380	28	2,718	28			
		3	Quite a bit	441	33	2,766	29			
		4	Very much	277	20	1,778	18			
		—	Not applicable	47	3	531	5			
		Total		1,364	100	9,784	100			
i. Fit for your interests and abilities	CWPability	0	Not at all	17	1	200	2	3.0	3.0	-.01
		1	Very little	57	4	454	5			
		2	Some	284	21	1,822	19			
		3	Quite a bit	477	35	3,438	35			
		4	Very much	513	37	3,688	38			
		—	Not applicable	14	1	175	2			
		Total		1,362	100	9,777	100			
j. Desire to impact or support my community	CWPimpact	0	Not at all	32	2	436	5	2.9	2.7 ***	.12
		1	Very little	82	6	759	8			
		2	Some	335	25	2,411	25			
		3	Quite a bit	428	31	2,781	28			
		4	Very much	467	34	3,158	31			
		—	Not applicable	20	2	222	2			
		Total		1,364	100	9,767	100			
k. Desire to make a difference in broader society	CWP society	0	Not at all	28	2	470	5	2.9	2.7 ***	.12
		1	Very little	87	7	797	9			
		2	Some	334	25	2,385	25			
		3	Quite a bit	438	32	2,680	27			
		4	Very much	456	33	3,197	32			
		—	Not applicable	20	2	250	3			
		Total		1,363	100	9,779	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	11	1	198	2	2.9	2.7 ***	.24
		1	Very little	52	4	796	8			
		2	Some	382	28	3,135	32			
		3	Quite a bit	528	39	3,433	35			
		4	Very much	376	27	2,057	21			
		—	Not applicable	11	1	118	1			
		Total		1,360	100	9,737	100			
b. Demonstrate effective work habits (punctuality, working productively with others, time and workload management, etc.)	CWP habits	0	Not at all	15	1	130	1	3.0	2.9 ***	.09
		1	Very little	45	3	562	6			
		2	Some	291	22	2,244	23			
		3	Quite a bit	550	41	3,689	38			
		4	Very much	446	32	3,033	31			
		—	Not applicable	9	1	74	1			
		Total		1,356	100	9,732	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	
c. Network with alumni or professionals to make potential career connections	CWPnetwork	0	Not at all	48	3	829	8	2.5	2.1 ***	.36
		1	Very little	173	13	1,983	20			
		2	Some	427	32	3,188	33			
		3	Quite a bit	395	29	2,137	22			
		4	Very much	296	22	1,311	13			
		—	Not applicable	21	2	273	3			
Total				1,360	100	9,721	100			
d. Communicate your knowledge, skills, and experiences to potential employers	CWPcommunicate	0	Not at all	26	2	343	3	2.8	2.5 ***	.24
		1	Very little	81	6	1,117	11			
		2	Some	397	29	3,075	32			
		3	Quite a bit	476	35	3,111	32			
		4	Very much	363	27	1,924	20			
		—	Not applicable	13	1	150	2			
Total				1,356	100	9,720	100			
e. Use career-specific technology (devices, programs, or tools used by those in the field)	CWPtech	0	Not at all	28	2	365	3	2.8	2.6 ***	.20
		1	Very little	89	6	1,099	11			
		2	Some	399	29	3,056	31			
		3	Quite a bit	474	35	3,011	31			
		4	Very much	350	26	1,982	21			
		—	Not applicable	21	2	200	2			
Total				1,361	100	9,713	100			
f. Work effectively with people of other backgrounds (economic, racial/ethnic, political, religious, nationality, etc.)	CWPdiverse	0	Not at all	12	1	104	1	3.1	3.2	-.03
		1	Very little	28	2	385	4			
		2	Some	258	19	1,553	16			
		3	Quite a bit	486	36	3,330	34			
		4	Very much	561	41	4,250	44			
		—	Not applicable	11	1	90	1			
Total				1,356	100	9,712	100			
g. Address ethical issues you might face in your career	CWPethics	0	Not at all	20	1	220	2	2.9	2.8 ***	.13
		1	Very little	54	4	667	7			
		2	Some	339	25	2,581	26			
		3	Quite a bit	493	36	3,380	35			
		4	Very much	438	32	2,728	28			
		—	Not applicable	13	1	150	2			
Total				1,357	100	9,726	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	59	4	869	9	2.9	2.7 ***	.25
		2	Sometimes	374	28	3,128	33			
		3	Often	549	41	3,695	37			
		4	Very often	376	28	2,023	20			
		Total				1,358	100			
b. Researched a career interest, a potential employer, or the job market	CWPresearch	1	Never	128	9	1,991	20	2.8	2.4 ***	.37
		2	Sometimes	374	28	3,271	34			
		3	Often	516	38	2,845	30			
		4	Very often	334	24	1,579	16			
		Total				1,352	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	
c. Learned about a career or industry from practicing professionals	CWPpractice	1	Never	116	9	1,837	19	2.8	2.4 ***	.37
		2	Sometimes	384	29	3,346	35			
		3	Often	528	39	2,969	30			
		4	Very often	322	24	1,545	16			
		Total		1,350	100	9,697	100			
d. Observed employees in action at a place of work (clinics, offices, schools, etc.)	CWPobserve	1	Never	336	25	4,118	42	2.4	2.0 ***	.41
		2	Sometimes	363	27	2,542	27			
		3	Often	397	30	1,967	20			
		4	Very often	253	19	1,052	11			
		Total		1,349	100	9,679	100			
e. Connected your learning to how you can impact your community and society	CWPconnect	1	Never	74	6	1,266	13	2.8	2.5 ***	.30
		2	Sometimes	417	31	3,496	36			
		3	Often	548	40	3,282	34			
		4	Very often	317	23	1,646	17			
		Total		1,356	100	9,690	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	207	15	2,245	23	18%	13% ***	.16
			Do not plan to do	214	16	1,706	18			
			Plan to do	679	51	4,480	46			
			Done or in progress	247	18	1,232	13			
			Total	1,347	100	9,663	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	155	11	1,581	16	21%	21%	.01
			Do not plan to do	203	15	1,380	15			
			Plan to do	706	53	4,734	48			
			Done or in progress	284	21	1,952	21			
			Total	1,348	100	9,647	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	172	13	1,792	18	22%	16% ***	.15
			Do not plan to do	164	12	1,242	13			
			Plan to do	711	53	5,054	52			
			Done or in progress	301	22	1,564	16			
			Total	1,348	100	9,652	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	98	7	1,342	14	36%	25% ***	.24
			Do not plan to do	85	6	736	8			
			Plan to do	677	50	5,106	53			
			Done or in progress	489	36	2,462	25			
			Total	1,349	100	9,646	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	111	8	1,522	16	19%	12% ***	.22
			Do not plan to do	65	5	556	6			
			Plan to do	907	67	6,419	66			
			Done or in progress	267	19	1,157	12			
			Total	1,350	100	9,654	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	166	12	2,022	20	22%	18% ***	.10
			Do not plan to do	103	8	805	9			
			Plan to do	787	58	5,133	53			
			Done or in progress	297	22	1,680	18			
			Total	1,353	100	9,640	100			
		<i>(Means indicate the percentage who responded "Done or in progress.")</i>								

*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 <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	86	7	1,243	13	38%	26% ***	.26	
			Do not plan to do	78	6	604	7				
			Plan to do	667	50	5,264	54				
			Done or in progress	521	38	2,532	26				
			Total	1,352	100	9,643	100				
h. Get help with your résumé	CWPResume <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	93	7	946	10	26%	23% **	.08	
			Do not plan to do	90	7	635	7				
			Plan to do	812	60	5,868	61				
			Done or in progress	352	26	2,201	23				
			Total	1,347	100	9,650	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	159	12	1,997	21	17%	11% ***	.18	
			Do not plan to do	124	9	1,213	12				
			Plan to do	835	62	5,369	56				
			Done or in progress	233	17	1,069	11				
			Total	1,351	100	9,648	100				
j. Participate in a career fair	CWPcareerfair <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	168	12	1,799	18	25%	20% ***	.13	
			Do not plan to do	135	10	1,012	10				
			Plan to do	711	53	5,019	52				
			Done or in progress	335	25	1,825	20				
			Total	1,349	100	9,655	100				
k. Complete a paid internship	CWPpaid <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	155	11	1,599	16	11%	6% ***	.19	
			Do not plan to do	75	6	506	5				
			Plan to do	971	72	6,974	73				
			Done or in progress	152	11	579	6				
			Total	1,353	100	9,658	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	174	13	1,988	20	13%	8% ***	.18	
			Do not plan to do	81	6	656	7				
			Plan to do	912	68	6,205	65				
			Done or in progress	178	13	768	8				
			Total	1,345	100	9,617	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	225	17	1,820	18	1.6	1.5	.06	
			1	Very little	143	11	1,003				10
			2	Some	179	13	1,067				11
			3	Quite a bit	100	7	648				7
			4	Very much	95	7	718				7
			—	Not working for pay	600	45	4,282				47
			Total	1,342	100	9,538	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 256 first-year student(s) and 272 senior(s). Responses are provided in your NSSE24 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	24	2	328	3	2.9	2.9	.03
		1	Very little	66	6	886	7			
		2	Some	253	22	2,941	23			
		3	Quite a bit	395	35	4,144	32			
		4	Very much	403	35	4,718	36			
			Total	1,141	100	13,017	100			
b. What you are learning at this institution is relevant to your career plans	CWPrelevant	0	Not at all	13	1	172	1	3.1	3.1	-.01
		1	Very little	42	4	494	4			
		2	Some	236	21	2,591	21			
		3	Quite a bit	401	35	4,462	34			
		4	Very much	446	38	5,271	40			
			Total	1,138	100	12,990	100			
c. You know where to go with questions about your career plans or further education	CWPquestions	0	Not at all	24	2	494	4	2.9	2.8 ***	.13
		1	Very little	85	8	1,218	9			
		2	Some	246	22	3,211	25			
		3	Quite a bit	391	35	3,917	30			
		4	Very much	391	34	4,152	32			
			Total	1,137	100	12,992	100			
d. You can describe the knowledge, skills, and experiences that are necessary for your career plans	CWPdescribe	0	Not at all	10	1	174	1	3.1	3.0	.04
		1	Very little	36	3	574	4			
		2	Some	224	20	2,565	20			
		3	Quite a bit	433	38	4,867	37			
		4	Very much	436	37	4,798	37			
			Total	1,139	100	12,978	100			
e. You have received supportive feedback from faculty or other advisors about your career plans	CWPfeedback	0	Not at all	58	5	1,014	8	2.7	2.5 ***	.18
		1	Very little	105	9	1,661	13			
		2	Some	266	24	3,188	25			
		3	Quite a bit	342	30	3,539	27			
		4	Very much	368	32	3,564	27			
			Total	1,139	100	12,966	100			
f. You have a mentor in your area of interest who shares a similar background as you	CWPmentor	0	Not at all	169	15	2,974	24	2.3	2.0 ***	.20
		1	Very little	155	14	2,062	16			
		2	Some	286	25	2,908	22			
		3	Quite a bit	270	24	2,316	18			
		4	Very much	258	22	2,699	21			
			Total	1,138	100	12,959	100			
2. To what extent have the following influenced your career plans?										
a. Advice from family or friends	CWPfamily	0	Not at all	58	5	918	7	2.6	2.5 ***	.10
		1	Very little	113	10	1,527	12			
		2	Some	311	28	3,588	28			
		3	Quite a bit	346	31	3,541	28			
		4	Very much	291	25	3,142	24			
		—	Not applicable	18	2	250	2			
			Total	1,137	100	12,966	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		
				UK		CareerWorkforce Prep		UK	CareerWorkforce Prep	Effect size ^d
				Count	%	Count	%	Mean	Mean	
b. Interactions with a faculty member	CWPinterfac	0	Not at all	124	11	1,719	13	2.2	2.1 ***	.11
		1	Very little	150	13	2,120	17			
		2	Some	366	32	3,869	30			
		3	Quite a bit	280	25	2,826	22			
		4	Very much	183	16	1,927	15			
		—	Not applicable	31	3	492	4			
Total				1,134	100	12,953	100			
c. Interactions with advisors, success coaches, and/or career services staff	CWPinteradv	0	Not at all	171	15	2,747	22	2.0	1.7 ***	.21
		1	Very little	208	19	2,730	21			
		2	Some	357	31	3,206	24			
		3	Quite a bit	205	18	1,966	15			
		4	Very much	158	14	1,434	11			
		—	Not applicable	38	3	861	7			
Total				1,137	100	12,944	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	232	21	3,430	27	1.8	1.6 ***	.16
		1	Very little	190	17	1,981	15			
		2	Some	260	23	2,184	17			
		3	Quite a bit	182	16	1,526	12			
		4	Very much	130	11	1,328	10			
		—	Not applicable	142	12	2,495	18			
Total				1,136	100	12,944	100			
e. Internship, co-op, field experience, student teaching, or clinical placement	CWPintern	0	Not at all	105	9	2,049	16	2.6	2.3 ***	.21
		1	Very little	79	7	1,051	8			
		2	Some	216	19	2,020	16			
		3	Quite a bit	277	25	2,422	19			
		4	Very much	303	27	3,073	24			
		—	Not applicable	157	14	2,314	18			
Total				1,137	100	12,929	100			
f. Work experience (on- or off-campus job or prior employment)	CWPwork	0	Not at all	81	7	1,364	11	2.6	2.5 *	.07
		1	Very little	114	10	1,217	10			
		2	Some	250	22	2,605	20			
		3	Quite a bit	295	26	2,930	22			
		4	Very much	335	29	3,814	29			
		—	Not applicable	61	5	993	8			
Total				1,136	100	12,923	100			
g. Career fairs, workshops, or course-based exploration of career options	CWPfairs	0	Not at all	228	20	2,967	23	1.8	1.6 ***	.12
		1	Very little	201	17	2,169	17			
		2	Some	281	25	2,888	23			
		3	Quite a bit	182	17	1,669	13			
		4	Very much	128	11	1,285	10			
		—	Not applicable	116	10	1,935	14			
Total				1,136	100	12,913	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	78	7	1,097	8	2.5	2.5	.04
		1	Very little	105	9	1,361	10			
		2	Some	334	30	3,468	27			
		3	Quite a bit	324	29	3,481	27			
		4	Very much	265	23	2,980	24			
		—	Not applicable	27	2	526	4			
Total				1,133	100	12,913	100			
i. Fit for your interests and abilities	CWPability	0	Not at all	14	1	291	2	3.2	3.1 **	.08
		1	Very little	28	2	444	3			
		2	Some	165	15	2,229	17			
		3	Quite a bit	404	36	4,359	33			
		4	Very much	508	44	5,373	43			
		—	Not applicable	16	1	227	2			
Total				1,135	100	12,923	100			
j. Desire to impact or support my community	CWPimpact	0	Not at all	40	4	585	5	2.9	2.9 *	.07
		1	Very little	59	5	914	7			
		2	Some	250	22	2,754	22			
		3	Quite a bit	317	28	3,631	28			
		4	Very much	452	39	4,733	36			
		—	Not applicable	18	2	297	2			
Total				1,136	100	12,914	100			
k. Desire to make a difference in broader society	CWP society	0	Not at all	40	4	573	5	3.0	2.9 **	.08
		1	Very little	63	6	917	7			
		2	Some	231	21	2,726	21			
		3	Quite a bit	317	28	3,512	27			
		4	Very much	472	41	4,899	38			
		—	Not applicable	15	1	300	2			
Total				1,138	100	12,927	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	27	2	424	3	2.9	2.7 ***	.11
		1	Very little	57	5	958	7			
		2	Some	289	26	3,528	27			
		3	Quite a bit	406	36	4,230	32			
		4	Very much	334	29	3,515	28			
		—	Not applicable	21	2	223	2			
Total				1,134	100	12,878	100			
b. Demonstrate effective work habits (punctuality, working productively with others, time and workload management, etc.)	CWP habits	0	Not at all	9	1	132	1	3.2	3.2	.01
		1	Very little	29	3	377	3			
		2	Some	176	16	1,918	15			
		3	Quite a bit	380	34	4,406	34			
		4	Very much	532	46	5,937	46			
		—	Not applicable	6	1	90	1			
Total				1,132	100	12,860	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		
				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	53	5	1,036	2.5	2.3 ***	.16	
		1	Very little	137	12	2,095				
		2	Some	366	32	3,775				
		3	Quite a bit	289	26	2,946				
		4	Very much	271	23	2,660				
		—	Not applicable	19	2	340				
Total				1,135	100	12,852	100			
d. Communicate your knowledge, skills, and experiences to potential employers	CWPcommunicate	0	Not at all	17	2	268	3.0	2.9 *	.07	
		1	Very little	47	4	809				
		2	Some	271	24	3,082				
		3	Quite a bit	400	36	4,399				
		4	Very much	388	34	4,133				
		—	Not applicable	10	1	152				
Total				1,133	100	12,843	100			
e. Use career-specific technology (devices, programs, or tools used by those in the field)	CWPtech	0	Not at all	14	1	312	3.0	2.9 **	.09	
		1	Very little	47	4	822				
		2	Some	274	24	3,117				
		3	Quite a bit	403	36	4,328				
		4	Very much	381	33	4,055				
		—	Not applicable	15	1	204				
Total				1,134	100	12,838	100			
f. Work effectively with people of other backgrounds (economic, racial/ethnic, political, religious, nationality, etc.)	CWPdiverse	0	Not at all	5	0	120	3.3	3.4	-.02	
		1	Very little	24	2	262				
		2	Some	142	13	1,568				
		3	Quite a bit	358	32	3,959				
		4	Very much	597	52	6,817				
		—	Not applicable	9	1	119				
Total				1,135	100	12,845	100			
g. Address ethical issues you might face in your career	CWPethics	0	Not at all	13	1	210	3.1	3.1	.01	
		1	Very little	28	3	520				
		2	Some	246	22	2,579				
		3	Quite a bit	405	36	4,438				
		4	Very much	431	37	4,927				
		—	Not applicable	12	1	173				
Total				1,135	100	12,847	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	28	2	547	3.1	3.1	.04	
		2	Sometimes	249	22	2,748				
		3	Often	423	38	4,519				
		4	Very often	432	37	5,008				
		Total				1,132				100
b. Researched a career interest, a potential employer, or the job market	CWPresearch	1	Never	115	10	1,779	2.8	2.7 ***	.10	
		2	Sometimes	345	31	3,914				
		3	Often	361	32	3,712				
		4	Very often	315	27	3,412				
		Total				1,136				100

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
c. Learned about a career or industry from practicing professionals	CWPpractice	1	Never	77	7	1,310	11	2.8	2.8 **	.10
		2	Sometimes	349	31	3,847	31			
		3	Often	379	34	4,049	31			
		4	Very often	328	29	3,577	27			
		Total		1,133	100	12,783	100			
d. Observed employees in action at a place of work (clinics, offices, schools, etc.)	CWPobserve	1	Never	253	23	3,962	33	2.5	2.3 ***	.19
		2	Sometimes	296	26	3,111	25			
		3	Often	280	25	2,614	20			
		4	Very often	300	26	3,103	23			
		Total		1,129	100	12,790	100			
e. Connected your learning to how you can impact your community and society	CWPconnect	1	Never	83	8	1,267	11	2.8	2.8 *	.07
		2	Sometimes	320	29	3,751	30			
		3	Often	413	37	4,077	31			
		4	Very often	318	27	3,708	28			
		Total		1,134	100	12,803	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	102	9	1,635	12	32%	25% ***	.14
			Do not plan to do	473	42	5,480	44			
			Plan to do	194	18	2,389	18			
			Done or in progress	365	32	3,287	25			
			Total	1,134	100	12,791	100			
b. Complete a career profile or self-assessment to identify occupations that match your strengths and interests	CWPprofile		Have not decided	85	8	1,431	11	39%	32% ***	.13
			Do not plan to do	361	32	4,248	34			
			Plan to do	240	22	2,981	23			
			Done or in progress	442	39	4,106	32			
			Total	1,128	100	12,766	100			
c. Attend a talk, panel discussion, or workshop about careers	CWPtalk		Have not decided	94	8	1,541	12	41%	33% ***	.16
			Do not plan to do	343	30	4,056	32			
			Plan to do	230	21	3,012	23			
			Done or in progress	464	41	4,166	33			
			Total	1,131	100	12,775	100			
d. Discuss your career interests with a faculty member	CWPfaculty		Have not decided	63	5	1,310	10	54%	44% ***	.20
			Do not plan to do	192	17	2,669	21			
			Plan to do	265	24	3,179	25			
			Done or in progress	613	54	5,622	44			
			Total	1,133	100	12,780	100			
e. Interview or shadow someone in a career that you are considering	CWPinterview		Have not decided	104	9	1,633	13	44%	34% ***	.21
			Do not plan to do	198	18	3,032	24			
			Plan to do	326	29	3,731	29			
			Done or in progress	504	44	4,387	34			
			Total	1,132	100	12,783	100			
f. Participate in a major- or career-related co-curricular activity (student organization, professional or honor society, etc.)	CWPmajor		Have not decided	111	10	1,705	13	43%	34% ***	.17
			Do not plan to do	320	28	4,421	35			
			Plan to do	212	19	2,329	18			
			Done or in progress	488	43	4,304	34			
			Total	1,131	100	12,759	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				
				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	72	6	1,381	11	50%	36% ***	.28	△	
			Do not plan to do	240	21	3,482	27					
			Plan to do	243	22	3,270	25					
			Done or in progress	577	50	4,630	36					
			Total	1,132	100	12,763	100					
h. Get help with your résumé	CWPresume <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	52	5	912	7	57%	48% ***	.17	△	
			Do not plan to do	189	16	2,303	18					
			Plan to do	248	22	3,532	27					
			Done or in progress	644	57	6,035	48					
			Total	1,133	100	12,782	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	95	9	1,585	12	36%	28% ***	.17	△	
			Do not plan to do	302	27	4,208	33					
			Plan to do	326	29	3,443	27					
			Done or in progress	408	36	3,530	28					
			Total	1,131	100	12,766	100					
j. Participate in a career fair	CWPcareerfair <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	89	8	1,422	11	46%	38% ***	.17	△	
			Do not plan to do	320	27	3,619	28					
			Plan to do	211	19	3,069	23					
			Done or in progress	509	46	4,656	38					
			Total	1,129	100	12,766	100					
k. Complete a paid internship	CWPpaid <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	104	9	1,704	13	40%	29% ***	.22	△	
			Do not plan to do	312	26	4,000	30					
			Plan to do	280	25	3,513	28					
			Done or in progress	435	40	3,557	29					
			Total	1,131	100	12,774	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	111	10	1,930	15	38%	28% ***	.22	△	
			Do not plan to do	197	17	2,549	19					
			Plan to do	388	35	4,766	37					
			Done or in progress	434	38	3,474	28					
			Total	1,130	100	12,719	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	155	14	2,065	16	2.3	2.2	.04		
			1	Very little	115	10	1,222					10
			2	Some	185	16	1,863					15
			3	Quite a bit	141	13	1,569					12
			4	Very much	265	23	3,017					23
			—	Not working for pay	262	24	2,968					24
			Total	1,123	100	12,704	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 256 first-year student(s) and 272 senior(s). Responses are provided in your NSSE24 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	1,372	2.82	2.72	.027	.008	.98	1.04	1,609	.001	.09
CWPrelevant	1,368	2.93	2.93	.025	.007	.92	.92	19,669	.872	.00
CWPquestions	1,371	2.92	2.69	.025	.008	.94	1.06	1,640	.000	.22
CWPdescribe	1,367	2.89	2.72	.024	.007	.90	.97	1,609	.000	.17
CWPfeedback	1,364	2.84	2.38	.026	.009	.96	1.15	1,670	.000	.40
CWPmentor	1,364	2.36	1.80	.034	.010	1.26	1.35	1,605	.000	.42
CWPfamily	1,359	2.68	2.56	.029	.008	1.05	1.13	1,604	.000	.10
CWPinterfac	1,342	2.23	1.77	.032	.009	1.18	1.20	18,675	.000	.39
CWPinteradvis	1,334	2.31	1.74	.032	.009	1.17	1.22	1,571	.000	.47
CWPoccurr	1,257	2.06	1.56	.036	.010	1.29	1.30	1,466	.000	.38
CWPintern	1,107	2.06	1.53	.040	.012	1.34	1.35	1,306	.000	.40
CWPwork	1,236	2.17	1.83	.038	.011	1.33	1.38	1,463	.000	.25
CWPfairs	1,254	1.94	1.55	.036	.010	1.27	1.24	1,460	.000	.31
CWPjobsalary	1,318	2.53	2.38	.031	.009	1.11	1.20	1,561	.000	.13
CWPability	1,348	3.04	3.04	.026	.007	.94	.97	19,167	.844	-.01
CWPimpact	1,344	2.89	2.75	.028	.009	1.03	1.14	1,603	.000	.12
CWPscociety	1,343	2.88	2.75	.028	.009	1.02	1.16	1,617	.000	.12
CWPobstacle	1,349	2.89	2.66	.024	.007	.88	.97	1,607	.000	.24
CWP habits	1,347	3.01	2.92	.024	.007	.89	.95	1,588	.000	.09
CWPnetwork	1,340	2.54	2.13	.029	.009	1.08	1.14	18,924	.000	.36
CWPcommunicate	1,344	2.79	2.54	.026	.008	.97	1.04	1,585	.000	.24
CWPtech	1,341	2.77	2.56	.027	.008	.98	1.06	1,586	.000	.20
CWPdiverse	1,346	3.15	3.17	.024	.007	.87	.91	1,577	.317	-.03
CWPethics	1,345	2.94	2.81	.025	.008	.93	1.00	1,587	.000	.13
CWPanalyze	1,359	2.91	2.69	.023	.007	.85	.90	1,596	.000	.25
CWPresearch	1,353	2.78	2.41	.025	.007	.92	.98	1,592	.000	.37
CWPpractice	1,350	2.78	2.43	.025	.007	.90	.97	1,590	.000	.37
CWPobserve	1,349	2.43	2.00	.029	.008	1.05	1.03	1,547	.000	.41
CWPconnect	1,357	2.81	2.53	.023	.007	.85	.92	1,605	.000	.30

*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
		UK	CareerWorkforce Prep	UK	CareerWorkforce Prep	UK	CareerWorkforce Prep			
CWPcourse ^k	1372	18%	13%	.011	.002	--	--	--	5.228	.16
CWPprofile ^k	1368	21%	21%	.011	.003	--	--	--	.287	.01
CWPtalk ^k	1371	22%	16%	.011	.003	--	--	--	5.028	.15
CWPfaculty ^k	1367	36%	25%	.013	.003	--	--	--	8.255	.24
CWPinterview ^k	1364	19%	12%	.011	.002	--	--	--	7.079	.22
CWPmajor ^k	1364	22%	18%	.011	.003	--	--	--	3.563	.10
CWPmeetstaff ^k	1359	38%	26%	.013	.003	--	--	--	9.000	.26
CWPpresume ^k	1342	26%	23%	.012	.003	--	--	--	2.622	.08
CWPmock ^k	1334	17%	11%	.010	.002	--	--	--	5.792	.18
CWPcareerfair ^k	1257	25%	20%	.012	.003	--	--	--	4.491	.13
CWPpaid ^k	1107	11%	6%	.009	.002	--	--	--	6.112	.19
CWPalumni ^k	1236	13%	8%	.009	.002	--	--	--	5.674	.18
CWPworkpay	743	1.59	1.51	.050	.014	1.37	1.40	10,236	.148	.06

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

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			
CWPidea	1143	2.94	2.92	.029	.008	.99	1.05	1,305	.384	.03
CWPrelevant	1,139	3.06	3.07	.027	.007	.93	.94	19,390	.668	-.01
CWPquestions	1,139	2.90	2.76	.030	.008	1.02	1.11	1,312	.000	.13
CWPdescribe	1,140	3.08	3.04	.026	.007	.88	.93	19,373	.151	.04
CWPfeedback	1,140	2.75	2.52	.034	.009	1.15	1.24	1,312	.000	.18
CWPmentor	1,139	2.26	1.96	.040	.011	1.34	1.45	1,312	.000	.20
CWPfamily	1,120	2.62	2.51	.033	.009	1.12	1.19	1,283	.001	.10
CWPinterfac	1,105	2.22	2.08	.036	.009	1.21	1.25	18,590	.000	.11
CWPinteradvis	1,102	1.97	1.70	.038	.010	1.25	1.30	1,261	.000	.21
CWPcocurr	1,001	1.78	1.55	.042	.011	1.33	1.40	1,152	.000	.16
CWPintern	984	2.62	2.31	.041	.012	1.28	1.47	1,161	.000	.21
CWPwork	1,077	2.63	2.54	.038	.010	1.23	1.35	1,247	.015	.07
CWPfairs	1,027	1.80	1.64	.041	.011	1.31	1.33	1,171	.000	.12
CWPjobsalary	1,108	2.54	2.49	.035	.009	1.15	1.22	1,269	.129	.04
CWPability	1,120	3.21	3.13	.026	.007	.88	.96	1,290	.006	.08
CWPimpact	1,119	2.94	2.86	.033	.009	1.09	1.14	1,278	.012	.07
CWPscociety	1,124	2.97	2.88	.033	.009	1.10	1.14	1,283	.009	.08
CWPobstacle	1,115	2.86	2.74	.029	.008	.98	1.06	1,281	.000	.11
CWP habits	1,128	3.23	3.22	.026	.007	.87	.89	19,046	.844	.01
CWPnetwork	1,118	2.52	2.33	.034	.009	1.12	1.22	1,291	.000	.16
CWPcommunicate	1,125	2.96	2.90	.028	.008	.94	1.01	1,290	.018	.07
CWPtech	1,120	2.97	2.88	.028	.008	.93	1.02	1,296	.002	.09
CWPdiverse	1,127	3.34	3.35	.024	.006	.82	.84	18,986	.491	-.02
CWPethics	1,123	3.07	3.06	.027	.007	.90	.95	1,287	.785	.01
CWPanalyze	1,134	3.11	3.07	.024	.007	.82	.88	1,302	.202	.04
CWPresearch	1,137	2.77	2.67	.028	.008	.96	1.02	1,303	.001	.10
CWPpractice	1,134	2.84	2.75	.027	.007	.92	.98	1,301	.001	.10
CWPobserve	1,131	2.54	2.33	.033	.009	1.11	1.15	1,289	.000	.19
CWPconnect	1,136	2.83	2.76	.027	.007	.91	.98	1,305	.015	.07

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	1143	32%	25%	.014	.003	--	--	--	4.497	.14
CWPprofile ^k	1139	39%	32%	.014	.003	--	--	--	4.253	.13
CWPtalk ^k	1139	41%	33%	.015	.004	--	--	--	5.057	.16
CWPfaculty ^k	1140	54%	44%	.015	.004	--	--	--	6.451	.20
CWPinterview ^k	1140	44%	34%	.015	.004	--	--	--	6.837	.21
CWPmajor ^k	1139	43%	34%	.015	.004	--	--	--	5.567	.17
CWPmeetstaff ^k	1120	50%	36%	.015	.004	--	--	--	9.202	.28
CWPpresume ^k	1105	57%	48%	.015	.004	--	--	--	5.730	.17
CWPmock ^k	1102	36%	28%	.014	.003	--	--	--	5.481	.17
CWPcareerfair ^k	1001	46%	38%	.015	.004	--	--	--	5.369	.17
CWPpaid ^k	984	40%	29%	.015	.003	--	--	--	7.072	.22
CWPalumni ^k	1077	38%	28%	.014	.003	--	--	--	6.825	.22
CWPworkpay	859	2.28	2.21	.050	.013	1.48	1.52	14,325	.237	.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.