
NSSE 2025 Topical Module Report

Career & Workforce Preparation

Central Washington 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 Selected Comparison Groups report, available in PDF format 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		
				CWU		National Pub-Local		CWU	National Pub-Local	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	3	1	128	3	2.9	2.9	.06
		1	Very little	15	6	342	6			
		2	Some	62	25	1,205	24			
		3	Quite a bit	82	32	1,794	34			
		4	Very much	86	35	1,754	33			
			Total	248	100	5,223	100			
b. What you are learning at this institution is relevant to your career plans	CWPrelevant	0	Not at all	5	2	57	1	3.1	3.0	.05
		1	Very little	9	4	215	5			
		2	Some	43	18	1,065	21			
		3	Quite a bit	91	36	1,957	37			
		4	Very much	100	40	1,928	36			
			Total	248	100	5,222	100			
c. You know where to go with questions about your career plans or further education	CWPquestions	0	Not at all	3	1	131	3	2.8	2.8	-.01
		1	Very little	21	9	374	7			
		2	Some	54	22	1,223	24			
		3	Quite a bit	100	41	1,765	34			
		4	Very much	70	27	1,723	32			
			Total	248	100	5,216	100			
d. You can describe the knowledge, skills, and experiences that are necessary for your career plans	CWPdescribe	0	Not at all	2	1	76	2	2.8	2.8	-.06
		1	Very little	15	7	292	6			
		2	Some	71	30	1,353	27			
		3	Quite a bit	91	35	2,016	38			
		4	Very much	68	26	1,476	28			
			Total	247	100	5,213	100			
e. You have received supportive feedback from faculty or other advisors about your career plans	CWPfeedback	0	Not at all	9	4	262	5	2.6	2.6	.00
		1	Very little	27	12	541	11			
		2	Some	73	31	1,434	28			
		3	Quite a bit	82	31	1,723	32			
		4	Very much	55	22	1,241	23			
			Total	246	100	5,201	100			
f. You have a mentor in your area of interest who shares a similar background as you	CWPmentor	0	Not at all	45	19	921	18	2.1	2.0	.03
		1	Very little	43	18	881	17			
		2	Some	52	19	1,356	26			
		3	Quite a bit	61	25	1,118	21			
		4	Very much	45	19	928	18			
			Total	246	100	5,204	100			
2. To what extent have the following influenced your career plans?										
a. Advice from family or friends	CWPfamily	0	Not at all	13	6	293	5	2.4	2.6 *	-.17
		1	Very little	35	14	585	11			
		2	Some	81	34	1,455	28			
		3	Quite a bit	69	29	1,577	30			
		4	Very much	43	17	1,254	24			
		—	Not applicable	2	1	40	1			
			Total	243	100	5,204	100			

First-Year Students

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				CWU		National Pub-Local		CWU	National Pub-Local	Effect size ^d
				Count	%	Count	%	Mean	Mean	
b. Interactions with a faculty member	CWPinterfac	0	Not at all	29	13	790	15	2.0	1.9	.03
		1	Very little	42	18	993	19			
		2	Some	85	34	1,606	31			
		3	Quite a bit	53	21	1,042	20			
		4	Very much	23	10	621	12			
		—	Not applicable	11	4	145	3			
Total				243	100	5,197	100			
c. Interactions with advisors, success coaches, and/or career services staff	CWPinteradv	0	Not at all	38	17	918	18	1.8	1.9	-.05
		1	Very little	45	19	1,050	20			
		2	Some	88	36	1,423	28			
		3	Quite a bit	38	14	981	19			
		4	Very much	25	10	622	11			
		—	Not applicable	11	4	203	4			
Total				245	100	5,197	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	56	26	1,278	25	1.6	1.6	-.02
		1	Very little	49	18	943	18			
		2	Some	40	16	1,046	20			
		3	Quite a bit	38	16	738	14			
		4	Very much	23	9	517	10			
		—	Not applicable	38	14	673	12			
Total				244	100	5,195	100			
e. Internship, co-op, field experience, student teaching, or clinical placement	CWPintern	0	Not at all	63	28	1,118	22	1.4	1.6 *	-.15
		1	Very little	28	10	719	14			
		2	Some	35	15	816	16			
		3	Quite a bit	31	13	681	13			
		4	Very much	15	6	489	9			
		—	Not applicable	72	28	1,363	27			
Total				244	100	5,186	100			
f. Work experience (on- or off-campus job or prior employment)	CWPwork	0	Not at all	50	22	943	18	1.8	2.0	-.12
		1	Very little	34	14	739	14			
		2	Some	45	18	1,090	21			
		3	Quite a bit	37	15	920	18			
		4	Very much	34	14	820	16			
		—	Not applicable	44	17	672	13			
Total				244	100	5,184	100			
g. Career fairs, workshops, or course-based exploration of career options	CWPfairs	0	Not at all	55	25	1,178	23	1.5	1.6	-.06
		1	Very little	43	17	956	18			
		2	Some	59	24	1,194	24			
		3	Quite a bit	31	12	716	14			
		4	Very much	19	8	419	8			
		—	Not applicable	37	15	725	14			
Total				244	100	5,188	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		
				CWU		National Pub-Local		CWU	National Pub-Local	
				Count	%	Count	%	Mean	Mean	Effect size ^d
h. Expected job salary and availability	CWPjobsalary	0	Not at all	27	11	550	11	2.1	2.3	-.13
		1	Very little	45	18	628	12			
		2	Some	58	24	1,487	29			
		3	Quite a bit	60	24	1,330	25			
		4	Very much	35	15	942	18			
		—	Not applicable	18	8	249	5			
		Total		243	100	5,186	100			
i. Fit for your interests and abilities	CWPability	0	Not at all	8	4	92	2	3.0	3.1	-.03
		1	Very little	8	4	185	4			
		2	Some	38	16	930	19			
		3	Quite a bit	82	32	1,822	35			
		4	Very much	100	41	2,071	39			
		—	Not applicable	6	3	83	2			
		Total		242	100	5,183	100			
j. Desire to impact or support my community	CWPimpact	0	Not at all	11	5	191	4	2.8	2.8	-.07
		1	Very little	18	9	334	7			
		2	Some	54	21	1,214	24			
		3	Quite a bit	74	31	1,506	29			
		4	Very much	81	32	1,832	34			
		—	Not applicable	5	2	107	2			
		Total		243	100	5,184	100			
k. Desire to make a difference in broader society	CWP society	0	Not at all	9	5	210	4	2.8	2.8	.03
		1	Very little	11	5	365	7			
		2	Some	64	27	1,236	24			
		3	Quite a bit	67	27	1,436	27			
		4	Very much	86	35	1,810	34			
		—	Not applicable	5	2	131	3			
		Total		242	100	5,188	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	100	2	2.7	2.7	-.02
		1	Very little	14	6	318	6			
		2	Some	83	34	1,569	31			
		3	Quite a bit	92	38	1,861	35			
		4	Very much	51	21	1,267	24			
		—	Not applicable	1	1	60	2			
		Total		242	100	5,175	100			
b. Demonstrate effective work habits (punctuality, working productively with others, time and workload management, etc.)	CWP habits	0	Not at all	1	1	66	1	2.9	3.0	-.05
		1	Very little	10	4	237	5			
		2	Some	48	21	1,086	22			
		3	Quite a bit	120	49	1,957	37			
		4	Very much	62	25	1,784	34			
		—	Not applicable	1	1	36	1			
		Total		242	100	5,166	100			

First-Year Students

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				CWU		National Pub-Local		CWU	National Pub-Local	
				Count	%	Count	%	Mean	Mean	Effect size ^d
c. Network with alumni or professionals to make potential career connections	CWPnetwork	0	Not at all	15	6	417	8	2.2	2.2	.02
		1	Very little	44	18	869	17			
		2	Some	80	33	1,718	34			
		3	Quite a bit	59	25	1,149	22			
		4	Very much	35	15	844	16			
		—	Not applicable	8	3	171	3			
Total				241	100	5,168	100			
d. Communicate your knowledge, skills, and experiences to potential employers	CWPcommunicate	0	Not at all	4	2	145	3	2.7	2.7	-.01
		1	Very little	21	8	444	9			
		2	Some	80	35	1,541	30			
		3	Quite a bit	85	34	1,726	33			
		4	Very much	52	21	1,232	23			
		—	Not applicable	1	1	71	2			
Total				243	100	5,159	100			
e. Use career-specific technology (devices, programs, or tools used by those in the field)	CWPtech	0	Not at all	10	4	144	3	2.7	2.7	.02
		1	Very little	16	7	455	9			
		2	Some	76	30	1,560	30			
		3	Quite a bit	81	34	1,668	32			
		4	Very much	57	24	1,240	24			
		—	Not applicable	3	1	94	2			
Total				243	100	5,161	100			
f. Work effectively with people of other backgrounds (economic, racial/ethnic, political, religious, nationality, etc.)	CWPdiverse	0	Not at all	1	1	53	1	3.3	3.2	.09
		1	Very little	6	3	148	3			
		2	Some	29	13	843	17			
		3	Quite a bit	91	37	1,681	33			
		4	Very much	113	46	2,381	45			
		—	Not applicable	2	1	50	1			
Total				242	100	5,156	100			
g. Address ethical issues you might face in your career	CWPethics	0	Not at all	2	1	97	2	2.9	2.9	-.01
		1	Very little	15	7	263	5			
		2	Some	61	25	1,297	26			
		3	Quite a bit	87	36	1,789	34			
		4	Very much	72	29	1,637	31			
		—	Not applicable	4	2	80	2			
Total				241	100	5,163	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	22	10	447	9	2.7	2.7	-.02
		2	Sometimes	74	31	1,581	31			
		3	Often	94	38	1,952	38			
		4	Very often	52	22	1,187	22			
		Total				242	100			
b. Researched a career interest, a potential employer, or the job market	CWPresearch	1	Never	44	19	926	19	2.4	2.5	-.05
		2	Sometimes	86	36	1,677	33			
		3	Often	69	27	1,548	30			
		4	Very often	41	18	1,004	19			
		Total				240	100			

First-Year Students

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				CWU		National Pub-Local		CWU	National Pub-Local	Effect size ^d
				Count	%	Count	%	Mean	Mean	
c. Learned about a career or industry from practicing professionals	CWPpractice	1	Never	44	18	824	16	2.5	2.5	-.05
		2	Sometimes	78	33	1,671	32			
		3	Often	73	29	1,635	32			
		4	Very often	47	20	1,018	20			
		Total		242	100	5,148	100			
d. Observed employees in action at a place of work (clinics, offices, schools, etc.)	CWPobserve	1	Never	99	40	1,915	37	2.1	2.1	-.08
		2	Sometimes	69	29	1,355	27			
		3	Often	40	15	1,068	20			
		4	Very often	34	15	812	16			
		Total		242	100	5,150	100			
e. Connected your learning to how you can impact your community and society	CWPconnect	1	Never	19	8	577	11	2.7	2.6	.01
		2	Sometimes	93	39	1,703	33			
		3	Often	79	31	1,787	35			
		4	Very often	50	21	1,089	20			
		Total		241	100	5,156	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)?^l										
a. Take a career exploration, planning, or development course	CWPcourse		Have not decided	65	27	1,278	24	12%	14%	-.04
			Do not plan to do	57	24	1,008	20			
			Plan to do	90	37	2,155	42			
			Done or in progress	28	12	706	14			
			Total	240	100	5,147	100			
b. Complete a career profile or self-assessment to identify occupations that match your strengths and interests	CWPprofile		Have not decided	47	19	872	17	17%	21%	-.09
			Do not plan to do	54	23	826	17			
			Plan to do	97	40	2,303	45			
			Done or in progress	42	17	1,130	21			
			Total	240	100	5,131	100			
c. Attend a talk, panel discussion, or workshop about careers	CWPtalk		Have not decided	45	18	1,104	21	15%	15%	-.03
			Do not plan to do	42	17	859	17			
			Plan to do	117	50	2,371	46			
			Done or in progress	35	15	805	15			
			Total	239	100	5,139	100			
d. Discuss your career interests with a faculty member	CWPfaculty		Have not decided	31	12	663	13	31%	30%	.03
			Do not plan to do	17	8	385	8			
			Plan to do	117	49	2,507	49			
			Done or in progress	75	31	1,579	30			
			Total	240	100	5,134	100			
e. Interview or shadow someone in a career that you are considering	CWPinterview		Have not decided	38	17	760	15	14%	14%	-.03
			Do not plan to do	17	8	342	7			
			Plan to do	153	62	3,260	63			
			Done or in progress	31	14	774	14			
			Total	239	100	5,136	100			
f. Participate in a major- or career-related co-curricular activity (student organization, professional or honor society, etc.)	CWPmajor		Have not decided	55	23	1,172	23	19%	18%	.03
			Do not plan to do	28	12	578	12			
			Plan to do	110	45	2,456	48			
			Done or in progress	46	19	925	18			
			Total	239	100	5,131	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		
				CWU		National Pub-Local		CWU	National Pub-Local	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	30	12	667	13	27%	27%	-.01
			Do not plan to do	21	10	416	9			
			Plan to do	121	51	2,595	51			
			Done or in progress	67	27	1,452	27			
			Total	239	100	5,130	100			
h. Get help with your résumé	CWPresume	(Means indicate the percentage who responded "Done or in progress.")	Have not decided	36	14	601	12	18%	24% *	-0.14
			Do not plan to do	31	15	475	10			
			Plan to do	129	53	2,848	55			
			Done or in progress	44	18	1,209	24			
			Total	240	100	5,133	100			
i. Participate in a mock or practice interview	CWPmock	(Means indicate the percentage who responded "Done or in progress.")	Have not decided	63	26	1,077	21	10%	12%	-.06
			Do not plan to do	43	18	793	16			
			Plan to do	109	45	2,648	51			
			Done or in progress	25	10	619	12			
			Total	240	100	5,137	100			
j. Participate in a career fair	CWPcareerfair	(Means indicate the percentage who responded "Done or in progress.")	Have not decided	56	22	1,008	19	21%	23%	-.06
			Do not plan to do	33	15	707	14			
			Plan to do	104	42	2,260	44			
			Done or in progress	47	21	1,167	23			
			Total	240	100	5,142	100			
k. Complete a paid internship	CWPpaid	(Means indicate the percentage who responded "Done or in progress.")	Have not decided	70	28	1,049	20	6%	6%	-.01
			Do not plan to do	29	13	437	9			
			Plan to do	129	53	3,325	65			
			Done or in progress	12	6	325	6			
			Total	240	100	5,136	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	65	26	1,267	24	11%	9%	.07
			Do not plan to do	30	13	522	10			
			Plan to do	123	51	2,902	57			
			Done or in progress	23	11	442	9			
			Total	241	100	5,133	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	16	1,079	20	1.5	1.6	-.06
			1	19	9	551	10			
			2	20	9	644	13			
			3	12	5	345	7			
			4	14	7	491	9			
			—	131	55	1,987	40			
			Total	237	100	5,097	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 57 first-year student(s) and 110 senior(s). Responses are provided in your NSSE25 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		
				CWU		National Pub-Local		CWU	National Pub-Local	Effect size ^d
				Count	%	Count	%	Mean	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	8	2	144	3	3.0	3.0	.00
		1	Very little	21	6	350	6			
		2	Some	78	22	1,214	20			
		3	Quite a bit	108	30	1,842	31			
		4	Very much	146	40	2,514	40			
			Total	361	100	6,064	100			
b. What you are learning at this institution is relevant to your career plans	CWPrelevant	0	Not at all	4	1	70	1	3.3	3.2	.09
		1	Very little	5	1	195	3			
		2	Some	59	16	966	16			
		3	Quite a bit	109	31	1,950	33			
		4	Very much	182	50	2,872	46			
			Total	359	100	6,053	100			
c. You know where to go with questions about your career plans or further education	CWPquestions	0	Not at all	10	3	170	3	3.0	2.9	.02
		1	Very little	20	5	418	7			
		2	Some	81	24	1,249	21			
		3	Quite a bit	102	29	1,816	30			
		4	Very much	145	39	2,394	39			
			Total	358	100	6,047	100			
d. You can describe the knowledge, skills, and experiences that are necessary for your career plans	CWPdescribe	0	Not at all	1	0	63	1	3.2	3.2	-.01
		1	Very little	13	3	192	3			
		2	Some	55	16	984	17			
		3	Quite a bit	146	42	2,162	36			
		4	Very much	143	39	2,649	43			
			Total	358	100	6,050	100			
e. You have received supportive feedback from faculty or other advisors about your career plans	CWPfeedback	0	Not at all	14	4	291	5	2.8	2.8	.01
		1	Very little	30	8	536	9			
		2	Some	79	23	1,319	22			
		3	Quite a bit	115	32	1,672	28			
		4	Very much	120	33	2,219	36			
			Total	358	100	6,037	100			
f. You have a mentor in your area of interest who shares a similar background as you	CWPmentor	0	Not at all	67	19	995	17	2.1	2.3 *	-.11
		1	Very little	46	14	781	13			
		2	Some	90	26	1,367	23			
		3	Quite a bit	67	18	1,222	21			
		4	Very much	87	24	1,669	27			
			Total	357	100	6,034	100			
2. To what extent have the following influenced your career plans?										
a. Advice from family or friends	CWPfamily	0	Not at all	26	8	380	6	2.4	2.5 **	-.15
		1	Very little	41	11	692	11			
		2	Some	126	36	1,685	28			
		3	Quite a bit	84	24	1,651	28			
		4	Very much	72	19	1,496	24			
		—	Not applicable	9	2	130	2			
			Total	358	100	6,034	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		
				CWU		National Pub-Local		CWU	National Pub-Local	Effect size ^d
				Count	%	Count	%	Mean	Mean	
b. Interactions with a faculty member	CWPinterfac	0	Not at all	36	10	616	10	2.3	2.3	-.04
		1	Very little	43	13	792	13			
		2	Some	118	32	1,770	30			
		3	Quite a bit	81	22	1,490	25			
		4	Very much	66	18	1,165	19			
		—	Not applicable	14	4	200	3			
Total				358	100	6,033	100			
c. Interactions with advisors, success coaches, and/or career services staff	CWPinteradv	0	Not at all	52	15	1,021	17	1.9	1.9	-.04
		1	Very little	74	21	1,091	18			
		2	Some	108	30	1,574	26			
		3	Quite a bit	51	14	1,083	18			
		4	Very much	48	14	893	14			
		—	Not applicable	24	6	361	6			
Total				357	100	6,023	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	79	23	1,462	24	1.6	1.7	-.06
		1	Very little	62	17	865	14			
		2	Some	65	18	1,058	18			
		3	Quite a bit	39	10	742	13			
		4	Very much	34	9	679	11			
		—	Not applicable	78	22	1,215	20			
Total				357	100	6,021	100			
e. Internship, co-op, field experience, student teaching, or clinical placement	CWPintern	0	Not at all	39	11	822	14	2.2	2.5 *	-.15
		1	Very little	45	13	446	8			
		2	Some	49	13	866	15			
		3	Quite a bit	71	18	1,132	19			
		4	Very much	66	17	1,627	26			
		—	Not applicable	88	26	1,118	18			
Total				358	100	6,011	100			
f. Work experience (on- or off-campus job or prior employment)	CWPwork	0	Not at all	30	8	497	8	2.6	2.7	-.07
		1	Very little	44	12	540	9			
		2	Some	63	18	1,223	20			
		3	Quite a bit	97	28	1,350	22			
		4	Very much	91	26	1,992	33			
		—	Not applicable	32	9	412	7			
Total				357	100	6,014	100			
g. Career fairs, workshops, or course-based exploration of career options	CWPfairs	0	Not at all	85	24	1,310	22	1.5	1.7 **	-.17
		1	Very little	71	19	1,000	17			
		2	Some	69	20	1,341	23			
		3	Quite a bit	43	11	759	13			
		4	Very much	24	7	696	11			
		—	Not applicable	65	20	901	14			
Total				357	100	6,007	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		
				CWU		National Pub-Local		CWU	National Pub-Local	Effect size ^d
				Count	%	Count	%	Mean	Mean	
h. Expected job salary and availability	CWPjobsalary	0	Not at all	35	9	539	9	2.4	2.4	-.07
		1	Very little	49	14	644	11			
		2	Some	89	26	1,642	27			
		3	Quite a bit	100	28	1,541	26			
		4	Very much	70	20	1,408	23			
		—	Not applicable	15	4	239	4			
Total				358	100	6,013	100			
i. Fit for your interests and abilities	CWPability	0	Not at all	7	2	97	2	3.1	3.2	-.06
		1	Very little	7	2	155	3			
		2	Some	69	20	969	16			
		3	Quite a bit	127	36	2,045	34			
		4	Very much	141	39	2,638	43			
		—	Not applicable	5	1	109	2			
Total				356	100	6,013	100			
j. Desire to impact or support my community	CWPimpact	0	Not at all	9	3	204	4	3.0	2.9	.02
		1	Very little	17	6	346	6			
		2	Some	71	21	1,262	22			
		3	Quite a bit	113	32	1,687	28			
		4	Very much	137	37	2,380	38			
		—	Not applicable	9	3	133	2			
Total				356	100	6,012	100			
k. Desire to make a difference in broader society	CWP society	0	Not at all	11	3	224	4	3.0	2.9	.04
		1	Very little	19	6	372	6			
		2	Some	74	20	1,291	22			
		3	Quite a bit	104	30	1,556	26			
		4	Very much	139	38	2,424	39			
		—	Not applicable	11	3	155	3			
Total				358	100	6,022	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	12	4	140	3	2.7	2.8	-.09
		1	Very little	28	8	367	7			
		2	Some	94	26	1,541	26			
		3	Quite a bit	113	31	1,972	33			
		4	Very much	99	28	1,865	31			
		—	Not applicable	9	2	111	2			
Total				355	100	5,996	100			
b. Demonstrate effective work habits (punctuality, working productively with others, time and workload management, etc.)	CWPhabits	0	Not at all	4	1	36	1	3.2	3.3	-.07
		1	Very little	9	2	136	3			
		2	Some	54	16	779	13			
		3	Quite a bit	119	34	1,982	33			
		4	Very much	162	46	3,020	49			
		—	Not applicable	5	1	42	1			
Total				353	100	5,995	100			

Seniors

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				CWU		National Pub-Local		CWU	National Pub-Local	Effect size ^d
				Count	%	Count	%	Mean	Mean	
c. Network with alumni or professionals to make potential career connections	CWPnetwork	0	Not at all	23	6	442	7	2.3	2.4	-.06
		1	Very little	63	17	794	13			
		2	Some	101	30	1,807	30			
		3	Quite a bit	92	25	1,395	24			
		4	Very much	64	18	1,362	22			
		—	Not applicable	12	3	190	3			
Total				355	100	5,990	100			
d. Communicate your knowledge, skills, and experiences to potential employers	CWPcommunicate	0	Not at all	5	1	85	2	2.9	3.0	-.06
		1	Very little	21	5	256	4			
		2	Some	81	23	1,277	21			
		3	Quite a bit	130	37	2,136	36			
		4	Very much	112	32	2,160	36			
		—	Not applicable	5	1	73	1			
Total				354	100	5,987	100			
e. Use career-specific technology (devices, programs, or tools used by those in the field)	CWPtech	0	Not at all	8	2	81	1	2.9	3.0	-.04
		1	Very little	17	4	297	5			
		2	Some	87	25	1,341	22			
		3	Quite a bit	121	34	2,053	34			
		4	Very much	112	34	2,120	35			
		—	Not applicable	6	2	89	2			
Total				351	100	5,981	100			
f. Work effectively with people of other backgrounds (economic, racial/ethnic, political, religious, nationality, etc.)	CWPdiverse	0	Not at all	5	1	50	1	3.4	3.3	.04
		1	Very little	7	2	103	2			
		2	Some	36	10	674	12			
		3	Quite a bit	105	30	1,885	32			
		4	Very much	197	55	3,202	53			
		—	Not applicable	4	1	65	1			
Total				354	100	5,979	100			
g. Address ethical issues you might face in your career	CWPethics	0	Not at all	4	1	74	1	3.1	3.1	.02
		1	Very little	13	3	196	3			
		2	Some	70	19	1,120	19			
		3	Quite a bit	114	33	2,023	34			
		4	Very much	146	42	2,494	41			
		—	Not applicable	6	2	85	1			
Total				353	100	5,992	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	24	7	180	3	3.1	3.2 *	-.13
		2	Sometimes	70	20	1,106	19			
		3	Often	116	33	2,116	36			
		4	Very often	143	40	2,577	42			
		Total	353	100	5,979	100				
b. Researched a career interest, a potential employer, or the job market	CWPresearch	1	Never	36	10	644	11	2.7	2.8	-.03
		2	Sometimes	118	34	1,733	30			
		3	Often	94	27	1,798	30			
		4	Very often	106	29	1,803	29			
		Total	354	100	5,978	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		
				CWU		National Pub-Local		CWU	National Pub-Local	Effect size ^d
				Count	%	Count	%	Mean	Mean	
c. Learned about a career or industry from practicing professionals	CWPpractice	1	Never	26	7	498	8	2.8	2.9	-.07
		2	Sometimes	122	36	1,650	28			
		3	Often	94	26	1,936	33			
		4	Very often	111	30	1,886	31			
		Total		353	100	5,970	100			
d. Observed employees in action at a place of work (clinics, offices, schools, etc.)	CWPobserve	1	Never	99	30	1,477	25	2.4	2.5 *	-0.14
		2	Sometimes	93	25	1,412	24			
		3	Often	78	22	1,300	22			
		4	Very often	84	23	1,781	29			
		Total		354	100	5,970	100			
e. Connected your learning to how you can impact your community and society	CWPconnect	1	Never	27	8	444	8	2.9	2.9	-.05
		2	Sometimes	96	29	1,521	26			
		3	Often	119	33	1,965	33			
		4	Very often	111	30	2,046	33			
		Total		353	100	5,976	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)?^l										
a. Take a career exploration, planning, or development course	CWPcourse		Have not decided	43	12	717	12	35%	29% *	.13
			Do not plan to do	121	34	2,574	44			
			Plan to do	66	20	948	16			
			Done or in progress	124	35	1,715	29			
			Total	354	100	5,954	100			
b. Complete a career profile or self-assessment to identify occupations that match your strengths and interests	CWPprofile		Have not decided	34	9	608	10	43%	35% **	.16
			Do not plan to do	101	28	1,978	34			
			Plan to do	72	20	1,241	21			
			Done or in progress	146	43	2,124	35			
			Total	353	100	5,951	100			
c. Attend a talk, panel discussion, or workshop about careers	CWPtalk		Have not decided	46	12	751	12	33%	34%	-.01
			Do not plan to do	110	31	2,039	34			
			Plan to do	80	23	1,182	20			
			Done or in progress	116	33	1,991	34			
			Total	352	100	5,963	100			
d. Discuss your career interests with a faculty member	CWPfaculty		Have not decided	27	8	476	8	52%	54%	-.04
			Do not plan to do	53	15	1,030	17			
			Plan to do	92	26	1,307	21			
			Done or in progress	181	52	3,142	54			
			Total	353	100	5,955	100			
e. Interview or shadow someone in a career that you are considering	CWPinterview		Have not decided	56	17	653	11	36%	41% *	-.12
			Do not plan to do	84	25	1,350	23			
			Plan to do	83	23	1,482	24			
			Done or in progress	130	36	2,471	41			
			Total	353	100	5,956	100			
f. Participate in a major- or career-related co-curricular activity (student organization, professional or honor society, etc.)	CWPmajor		Have not decided	51	15	741	12	31%	38% *	-.14
			Do not plan to do	126	36	2,106	36			
			Plan to do	65	18	900	15			
			Done or in progress	111	31	2,200	38			
			Total	353	100	5,947	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		
				CWU		National Pub-Local		CWU	National Pub-Local	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	33	9	605	10	40%	42%	-.05
			Do not plan to do	86	25	1,528	26			
			Plan to do	93	26	1,323	22			
			Done or in progress	141	40	2,488	42			
			Total	353	100	5,944	100			
h. Get help with your résumé	CWPresume <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	23	7	385	6	51%	52%	-.02
			Do not plan to do	56	16	1,084	18			
			Plan to do	97	26	1,436	24			
			Done or in progress	176	51	3,041	52			
			Total	352	100	5,946	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	41	11	672	11	37%	34%	.07
			Do not plan to do	96	27	1,943	33			
			Plan to do	88	24	1,355	22			
			Done or in progress	125	37	1,980	34			
			Total	350	100	5,950	100			
j. Participate in a career fair	CWPcareerfair <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	54	16	608	10	31%	41% ***	-0.21
			Do not plan to do	104	30	1,838	30			
			Plan to do	81	23	1,146	19			
			Done or in progress	113	31	2,361	41			
			Total	352	100	5,953	100			
k. Complete a paid internship	CWPpaid <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	55	16	809	13	21%	27% *	-.15
			Do not plan to do	129	36	2,244	37			
			Plan to do	96	27	1,339	23			
			Done or in progress	72	21	1,560	27			
			Total	352	100	5,952	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	56	16	904	15	24%	30% *	-.14
			Do not plan to do	79	22	1,367	23			
			Plan to do	130	38	1,912	32			
			Done or in progress	84	24	1,751	30			
			Total	349	100	5,934	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	58	18	957	16	2.1	2.3	-.10
		1	Very little	30	9	590	10			
		2	Some	59	17	841	14			
		3	Quite a bit	39	10	692	12			
		4	Very much	76	22	1,560	26			
		—	Not working for pay	87	25	1,302	22			
			Total	349	100	5,942	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 57 first-year student(s) and 110 senior(s). Responses are provided in your NSSE25 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
		National Pub-Local		National Pub-Local		National Pub-Local				
		CWU	National Pub-Local	CWU	National Pub-Local	CWU	National Pub-Local			
CWPidea	247	2.93	2.87	.063	.014	.98	1.04	272	.361	.06
CWPrelevant	247	3.06	3.01	.062	.013	.97	.94	268	.435	.05
CWPquestions	247	2.83	2.84	.062	.015	.97	1.06	274	.821	-.01
CWPdescribe	246	2.79	2.85	.060	.013	.95	.95	269	.362	-.06
CWPfeedback	245	2.57	2.57	.069	.016	1.08	1.12	270	.970	.00
CWPmentor	245	2.07	2.04	.089	.019	1.39	1.35	266	.702	.03
CWPfamily	241	2.37	2.56	.072	.016	1.11	1.14	264	.010	-.17
CWPinterfac	232	1.96	1.93	.077	.017	1.17	1.23	255	.653	.03
CWPinteradvis	234	1.80	1.86	.078	.018	1.19	1.27	258	.459	-.05
CWPoccurr	209	1.59	1.61	.095	.020	1.37	1.34	226	.772	-.02
CWPintern	175	1.43	1.64	.105	.022	1.38	1.38	190	.049	-.15
CWPwork	202	1.82	1.99	.100	.021	1.43	1.39	219	.108	-.12
CWPfairs	208	1.54	1.61	.089	.019	1.29	1.28	227	.437	-.06
CWPjobsalary	223	2.14	2.30	.084	.017	1.26	1.23	242	.058	-.13
CWPability	235	3.05	3.08	.070	.013	1.07	.95	251	.657	-.03
CWPimpact	238	2.77	2.85	.075	.015	1.15	1.10	257	.325	-.07
CWPcommunity	237	2.85	2.81	.072	.016	1.10	1.13	259	.603	.03
CWPobstacle	241	2.73	2.74	.057	.013	.88	.96	267	.789	-.02
CWP habits	241	2.93	2.98	.053	.013	.83	.94	270	.351	-.05
CWPnetwork	233	2.24	2.22	.073	.016	1.12	1.16	256	.767	.02
CWPcommunicate	242	2.65	2.67	.061	.014	.95	1.02	267	.818	-.01
CWPtech	240	2.69	2.67	.067	.014	1.04	1.03	262	.754	.02
CWPdiverse	239	3.27	3.19	.054	.013	.83	.91	266	.140	.09
CWPethics	236	2.87	2.88	.062	.014	.96	.98	259	.879	-.01
CWPanalyze	242	2.72	2.74	.059	.013	.91	.90	264	.738	-.02
CWPresearch	239	2.44	2.49	.064	.014	1.00	1.00	261	.448	-.05
CWPpractice	242	2.51	2.55	.065	.014	1.01	.98	263	.504	-.05
CWPobserve	242	2.05	2.14	.069	.015	1.08	1.09	265	.217	-.08
CWPconnect	241	2.65	2.64	.058	.013	.91	.93	264	.852	.01

*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
		CWU	National Pub-Local	CWU	National Pub-Local	CWU	National Pub-Local			
CWPcourse ^k	241	12%	14%	.021	.005	--	--	--	-.536	-.04
CWPprofile ^k	241	17%	21%	.024	.006	--	--	--	-1.371	-.09
CWPtalk ^k	240	15%	15%	.023	.005	--	--	--	-.393	-.03
CWPfaculty ^k	241	31%	30%	.030	.006	--	--	--	.429	.03
CWPinterview ^k	239	14%	14%	.022	.005	--	--	--	-.387	-.03
CWPmajor ^k	239	19%	18%	.025	.005	--	--	--	.492	.03
CWPmeetstaff ^k	239	27%	27%	.029	.006	--	--	--	-.079	-.01
CWPresume ^k	241	18%	24%	.025	.006	--	--	--	-2.035	-.14
CWPmock ^k	241	10%	12%	.020	.005	--	--	--	-.818	-.06
CWPcareerfair ^k	241	21%	23%	.026	.006	--	--	--	-.823	-.06
CWPpaid ^k	241	6%	6%	.015	.003	--	--	--	-.209	-.01
CWPalumni ^k	241	11%	9%	.020	.004	--	--	--	1.080	.07
CWPworkpay	107	1.50	1.58	.140	.026	1.45	1.45	114	.575	-.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
		National Pub-Local		National Pub-Local		National Pub-Local				
		CWU	National Pub-Local	CWU	National Pub-Local	CWU	National Pub-Local			
CWPidea	360	3.00	3.00	.054	.014	1.03	1.03	406	.933	.00
CWPrelevant	358	3.27	3.19	.046	.012	.86	.92	410	.068	.09
CWPquestions	357	2.97	2.95	.056	.014	1.05	1.07	404	.769	.02
CWPdescribe	356	3.16	3.16	.044	.012	.82	.89	410	.895	-.01
CWPfeedback	357	2.81	2.81	.058	.016	1.10	1.17	407	.919	.01
CWPmentor	355	2.13	2.28	.075	.019	1.42	1.42	400	.046	-.11
CWPfamily	348	2.37	2.54	.062	.016	1.15	1.17	393	.008	-.15
CWPinterfac	343	2.26	2.31	.066	.017	1.23	1.22	386	.427	-.04
CWPinteradvis	333	1.89	1.94	.069	.018	1.26	1.31	379	.445	-.04
CWPocurr	278	1.57	1.66	.081	.021	1.35	1.41	315	.289	-.06
CWPintern	262	2.24	2.46	.086	.021	1.39	1.45	294	.017	-.15
CWPwork	323	2.57	2.66	.070	.018	1.27	1.29	365	.208	-.07
CWPfairs	286	1.49	1.72	.075	.019	1.27	1.35	324	.003	-.17
CWPjobsalary	342	2.36	2.45	.067	.017	1.23	1.23	386	.221	-.07
CWPability	350	3.10	3.16	.048	.012	.91	.92	396	.246	-.06
CWPimpact	345	2.97	2.94	.055	.015	1.03	1.09	394	.637	.02
CWPcommunity	346	2.96	2.92	.057	.015	1.06	1.11	395	.509	.04
CWPobstacle	345	2.75	2.84	.058	.014	1.08	1.02	384	.121	-.09
CWP habits	347	3.23	3.29	.047	.011	.87	.85	388	.231	-.07
CWPnetwork	342	2.33	2.41	.063	.016	1.16	1.20	388	.242	-.06
CWPcommunicate	348	2.95	3.01	.051	.013	.94	.94	392	.245	-.06
CWPtech	344	2.94	2.98	.052	.013	.97	.96	386	.466	-.04
CWPdiverse	349	3.39	3.35	.045	.011	.84	.83	392	.433	.04
CWPethics	346	3.13	3.11	.049	.012	.91	.92	390	.779	.02
CWPanalyze	352	3.06	3.17	.050	.011	.93	.84	388	.034	-.13
CWPresearch	353	2.75	2.78	.053	.013	.99	.99	398	.566	-.03
CWPpractice	352	2.80	2.86	.051	.013	.96	.95	396	.220	-.07
CWPobserve	353	2.38	2.54	.061	.015	1.14	1.15	399	.010	-.14
CWPconnect	352	2.86	2.91	.050	.013	.94	.95	397	.341	-.05

Seniors

Variable name	N	Mean		Standard error ^f		Standard deviation ^g		DF ^h	Sig. ⁱ	Effect size ^d
		CWU	National Pub-Local	CWU	National Pub-Local	CWU	National Pub-Local			
CWPcourse ^k	353	35%	29%	.025	.006	--	--	--	2.464	.13
CWPprofile ^k	352	43%	35%	.026	.006	--	--	--	2.920	.16
CWPtalk ^k	351	33%	34%	.025	.006	--	--	--	-.270	-.01
CWPfaculty ^k	352	52%	54%	.027	.007	--	--	--	-.678	-.04
CWPinterview ^k	352	36%	41%	.026	.007	--	--	--	-2.084	-.12
CWPmajor ^k	352	31%	38%	.025	.006	--	--	--	-2.438	-.14
CWPmeetstaff ^k	352	40%	42%	.026	.007	--	--	--	-.910	-.05
CWPresume ^k	351	51%	52%	.027	.007	--	--	--	-.407	-.02
CWPmock ^k	350	37%	34%	.026	.006	--	--	--	1.281	.07
CWPcareerfair ^k	351	31%	41%	.025	.007	--	--	--	-3.714	-.21
CWPpaid ^k	352	21%	27%	.022	.006	--	--	--	-2.566	-.15
CWPalumni ^k	348	24%	30%	.023	.006	--	--	--	-2.439	-.14
CWPworkpay	263	2.13	2.28	.094	.023	1.53	1.53	295	.106	-.10

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.