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# **NSSE 2021 Topical Module Report**

## **Career & Workforce Preparation**

Regent University

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

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## First-Year Students

Item wording or description	Variable name	Values <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				Regent		Career Prep		Regent	Career Prep	Effect size <sup>d</sup>
				Count	%	Count	%	Mean	Mean	
<b>1. To what extent do the following apply to you?</b>										
a. You have a clear idea of your career plans	CWP01a	0	Not at all	3	1	546	3	<b>3.2</b>	2.8 ***	.38
		1	Very little	7	3	1,458	8			
		2	Some	45	20	4,257	25			
		3	Quite a bit	64	27	5,745	33			
		4	Very much	111	49	5,287	30			
			Total	230	100	17,293	100			
b. Your experience at this institution has helped clarify your career plans	CWP01b	0	Not at all	9	4	941	6	<b>2.9</b>	2.4 ***	.39
		1	Very little	11	4	2,003	12			
		2	Some	61	27	5,778	34			
		3	Quite a bit	74	32	5,100	29			
		4	Very much	74	33	3,386	19			
			Total	229	100	17,208	100			
c. What you are learning at this institution is relevant to your career plans	CWP01c	0	Not at all	4	2	327	2	<b>3.4</b>	2.9 ***	.49
		1	Very little	5	2	850	5			
		2	Some	22	9	4,025	24			
		3	Quite a bit	63	28	6,233	35			
		4	Very much	135	59	5,825	33			
			Total	229	100	17,260	100			
d. You know where to go with questions about your career plans or further education	CWP01d	0	Not at all	8	3	624	4	<b>3.1</b>	2.7 ***	.31
		1	Very little	11	5	1,547	9			
		2	Some	42	19	4,226	25			
		3	Quite a bit	58	26	5,465	32			
		4	Very much	109	47	5,384	30			
			Total	228	100	17,246	100			
e. You can describe the knowledge, skills, and experiences that are necessary for your career plans	CWP01e	0	Not at all	4	2	424	3	<b>3.1</b>	2.7 ***	.35
		1	Very little	7	3	1,348	8			
		2	Some	49	22	4,774	28			
		3	Quite a bit	71	31	6,199	36			
		4	Very much	95	42	4,476	26			
			Total	226	100	17,221	100			
f. You have received supportive feedback from faculty or other advisors about your career plans	CWP01f	0	Not at all	18	8	1,212	8	<b>2.6</b>	2.4 *	.15
		1	Very little	31	13	2,230	14			
		2	Some	48	21	4,727	28			
		3	Quite a bit	53	24	5,016	28			
		4	Very much	78	34	4,046	23			
			Total	228	100	17,231	100			
<b>2. To what extent have the following influenced your career plans?</b>										
a. Interest or passion for the work	CWP02a	0	Not at all	2	1	211	1	<b>3.5</b>	3.1 ***	.40
		1	Very little	0	0	579	3			
		2	Some	17	7	2,828	17			
		3	Quite a bit	65	29	6,005	35			
		4	Very much	139	61	7,379	42			
		—	Not applicable	4	2	220	1			
			Total	227	100	17,222	100			

## First-Year Students

Item wording or description	Variable name	Values <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				Regent		Career Prep		Regent	Career Prep	Effect size <sup>d</sup>
				Count	%	Count	%	Mean	Mean	
b. Fit for your skills and abilities	CWP02b	0	Not at all	2	1	163	1	<b>3.4</b>	3.1 ***	.40
		1	Very little	2	1	506	3			
		2	Some	20	9	3,450	21			
		3	Quite a bit	78	35	6,889	40			
		4	Very much	120	53	5,970	34			
		—	Not applicable	2	1	230	1			
Total				224	100	17,208	100			
c. Advice from family or friends	CWP02c	0	Not at all	24	11	1,039	7	<b>2.4</b>	2.5	-.06
		1	Very little	26	11	2,112	12			
		2	Some	56	26	4,885	29			
		3	Quite a bit	53	23	4,892	28			
		4	Very much	55	25	3,958	22			
		—	Not applicable	11	5	331	2			
Total				225	100	17,217	100			
d. Advice from a high school teacher or counselor	CWP02d	0	Not at all	54	25	3,461	21	<b>1.5</b>	1.8 **	-.23
		1	Very little	29	13	3,225	19			
		2	Some	32	15	4,084	23			
		3	Quite a bit	14	6	2,892	16			
		4	Very much	25	11	2,424	13			
		—	Not applicable	70	31	1,133	7			
Total				224	100	17,219	100			
e. Interactions with a faculty member or advisor	CWP02e	0	Not at all	34	16	2,455	16	<b>2.0</b>	1.9	.01
		1	Very little	27	11	3,223	19			
		2	Some	59	27	4,959	28			
		3	Quite a bit	23	9	3,462	19			
		4	Very much	37	16	2,360	13			
		—	Not applicable	45	20	744	5			
Total				225	100	17,203	100			
f. Co-curricular activities (student organizations or clubs, campus publications, student government, fraternity or sorority, intercollegiate or intramural sports, etc.)	CWP02f	0	Not at all	65	30	4,136	25	<b>1.2</b>	1.6 **	-.28
		1	Very little	18	7	2,742	16			
		2	Some	17	8	3,189	18			
		3	Quite a bit	13	5	2,241	12			
		4	Very much	16	7	1,612	9			
		—	Not applicable	96	42	3,272	20			
Total				225	100	17,192	100			
g. Internship, co-op, field experience, student teaching, or clinical placement	CWP02g	0	Not at all	60	27	3,621	22	<b>1.3</b>	1.6 *	-.20
		1	Very little	12	5	1,825	10			
		2	Some	20	9	2,553	14			
		3	Quite a bit	16	7	2,007	11			
		4	Very much	17	8	1,649	9			
		—	Not applicable	98	44	5,524	33			
Total				223	100	17,179	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 <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				Regent		Career Prep		Regent	Career Prep	Effect size <sup>d</sup>
				Count	%	Count	%	Mean	Mean	
h. Work experience (on- or off-campus job or prior employment)	CWP02h	0	Not at all	36	16	3,073	18	<b>2.2</b>	2.0	.14
		1	Very little	23	10	2,059	12			
		2	Some	45	21	3,383	19			
		3	Quite a bit	31	14	2,757	16			
		4	Very much	53	23	2,876	17			
		—	Not applicable	36	15	3,035	18			
Total				224	100	17,183	100			
i. Career fairs, workshops, or course-based exploration of career options	CWP02i	0	Not at all	53	24	4,041	24	<b>1.3</b>	1.5	-.14
		1	Very little	25	12	2,669	15			
		2	Some	30	13	3,474	20			
		3	Quite a bit	16	7	1,924	11			
		4	Very much	12	6	1,248	7			
		—	Not applicable	88	39	3,805	23			
Total				224	100	17,161	100			
j. Expected availability of jobs in the field	CWP02j	0	Not at all	42	19	2,042	12	<b>2.0</b>	2.3 *	-.19
		1	Very little	20	10	1,928	11			
		2	Some	53	23	4,728	27			
		3	Quite a bit	36	15	4,250	25			
		4	Very much	39	17	2,970	17			
		—	Not applicable	35	16	1,240	7			
Total				225	100	17,158	100			
k. Potential salary or earnings	CWP02k	0	Not at all	46	21	1,534	9	<b>2.0</b>	2.5 ***	-.38
		1	Very little	21	10	1,908	11			
		2	Some	54	24	4,623	27			
		3	Quite a bit	38	16	4,652	27			
		4	Very much	41	18	3,773	22			
		—	Not applicable	25	11	698	4			
Total				225	100	17,188	100			
<b>3. How much confidence do you have in your ability to do the following?</b>										
a. Demonstrate effective work habits (punctuality, working productively with others, time and workload management, etc.)	CWP03a	0	Not at all	1	0	175	1	<b>3.4</b>	3.1 ***	.31
		1	Very little	3	1	565	3			
		2	Some	26	12	2,929	17			
		3	Quite a bit	65	28	6,309	37			
		4	Very much	125	56	7,062	41			
		—	Not applicable	5	2	112	1			
Total				225	100	17,152	100			
b. Network with alumni or professionals to make potential career connections	CWP03b	0	Not at all	14	6	1,111	7	<b>2.6</b>	2.3 ***	.24
		1	Very little	24	11	2,807	17			
		2	Some	53	23	5,523	32			
		3	Quite a bit	52	23	4,018	23			
		4	Very much	56	26	3,105	18			
		—	Not applicable	25	11	574	3			
Total				224	100	17,138	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 <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				Regent		Career Prep		Regent	Career Prep	
				Count	%	Count	%	Mean	Mean	Effect size <sup>d</sup>
c. Communicate your knowledge, skills, and experiences to potential employers	CWP03c	0	Not at all	8	4	411	<b>3.0</b>	2.8 **	.21	
		1	Very little	10	4	1,319				8
		2	Some	46	20	4,762				27
		3	Quite a bit	65	29	5,852				34
		4	Very much	83	38	4,540				27
		—	Not applicable	12	5	244				2
Total				224	100	17,128	100			
d. Use career-specific technology (devices, programs, or tools used by those in the field)	CWP03d	0	Not at all	7	3	512	<b>3.0</b>	2.8 ***	.23	
		1	Very little	10	4	1,393				8
		2	Some	44	20	4,634				27
		3	Quite a bit	64	28	5,551				32
		4	Very much	85	38	4,674				28
		—	Not applicable	15	6	359				2
Total				225	100	17,123	100			
e. Work effectively with people of other backgrounds (economic, racial/ethnic, political, religious, nationality, etc.)	CWP03e	0	Not at all	3	2	177	<b>3.5</b>	3.4 *	.16	
		1	Very little	3	1	354				2
		2	Some	17	8	1,895				11
		3	Quite a bit	51	22	5,309				30
		4	Very much	143	64	9,204				54
		—	Not applicable	6	2	183				1
Total				223	100	17,122	100			
f. Address ethical issues you might face in your career	CWP03f	0	Not at all	8	4	296	<b>3.3</b>	3.1 **	.22	
		1	Very little	3	2	704				4
		2	Some	26	11	3,415				20
		3	Quite a bit	63	28	5,905				34
		4	Very much	117	53	6,539				39
		—	Not applicable	6	3	274				2
Total				223	100	17,133	100			
<b>4. In your courses at this institution, about how often have you done the following?</b>										
a. Analyzed a case, scenario, or simulation of a real-life situation	CWP04a	1	Never	28	12	1,480	<b>2.8</b>	2.7	.05	
		2	Sometimes	59	26	5,241				31
		3	Often	68	32	6,191				36
		4	Very often	66	29	4,183				24
		Total				221				100
b. Researched a career interest, a potential employer, or the job market	CWP04b	1	Never	67	30	4,390	<b>2.2</b>	2.3	-.08	
		2	Sometimes	71	32	5,354				32
		3	Often	50	23	4,394				25
		4	Very often	35	16	2,943				17
		Total				223				100
c. Learned about a career or industry from practicing professionals	CWP04c	1	Never	72	32	3,910	<b>2.2</b>	2.4	-.12	
		2	Sometimes	65	29	5,599				33
		3	Often	45	21	4,659				27
		4	Very often	39	17	2,921				16
		Total				221				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 <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				Regent		Career Prep		Regent	Career Prep	Effect size <sup>d</sup>
				Count	%	Count	%	Mean	Mean	
<b>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)?<sup>j</sup></b>										
a. Take a career exploration, planning, or development course	CWP05a  <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	65	28	4,530	27	<b>16%</b>	12%	.11
			Do not plan to do	45	21	2,828	17			
			Plan to do	78	35	7,671	44			
			Done or in progress	34	16	2,031	12			
			Total	222	100	17,060	100			
b. Complete a career profile or self-assessment to identify occupations that match your strengths and interests	CWP05b  <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	65	28	4,530	27	<b>45%</b>	21% ***	.53
			Do not plan to do	45	21	2,828	17			
			Plan to do	78	35	7,671	44			
			Done or in progress	34	16	2,031	12			
			Total	222	100	17,060	100			
c. Attend a talk, panel discussion, or workshop about careers	CWP05c  <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	25	12	3,169	19	<b>15%</b>	14%	.04
			Do not plan to do	25	12	2,431	15			
			Plan to do	67	31	7,885	45			
			Done or in progress	103	45	3,562	21			
			Total	220	100	17,047	100			
d. Discuss your career interests with a faculty member	CWP05d  <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	59	26	3,826	23	<b>20%</b>	27% *	-.16
			Do not plan to do	41	20	2,464	15			
			Plan to do	87	39	8,361	49			
			Done or in progress	35	15	2,401	14			
			Total	222	100	17,052	100			
e. Interview or shadow someone in a career that you are considering	CWP05e  <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	44	20	2,224	14	<b>11%</b>	12%	-.04
			Do not plan to do	22	10	1,117	7			
			Plan to do	110	49	8,896	52			
			Done or in progress	46	20	4,808	27			
			Total	222	100	17,045	100			
f. Participate in a major- or career-related co-curricular activity (student organization, professional or honor society, etc.)	CWP05f  <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	48	21	2,688	17	<b>13%</b>	13%	.01
			Do not plan to do	20	10	1,060	7			
			Plan to do	130	58	11,245	64			
			Done or in progress	23	11	2,054	12			
			Total	221	100	17,047	100			
g. Use resources and information (database or other digital tools, videos, guides, books, etc.) from career services	CWP05g  <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	73	33	4,294	26	<b>18%</b>	14%	.10
			Do not plan to do	39	18	1,922	12			
			Plan to do	79	35	8,539	50			
			Done or in progress	29	13	2,278	13			
			Total	220	100	17,033	100			
h. Meet with career services staff to explore your interests and future plans	CWP05h  <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	47	22	3,790	23	<b>10%</b>	10%	.01
			Do not plan to do	21	10	1,501	9			
			Plan to do	113	50	9,326	54			
			Done or in progress	40	18	2,400	14			
			Total	221	100	17,017	100			
i. Get help with your résumé	CWP05i  <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	57	26	3,656	22	<b>13%</b>	17%	-.14
			Do not plan to do	30	15	1,732	11			
			Plan to do	111	49	9,864	57			
			Done or in progress	24	10	1,767	10			
			Total	222	100	17,019	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 <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				Regent		Career Prep		Regent	Career Prep	Effect size <sup>d</sup>
				Count	%	Count	%	Mean	Mean	
j. Participate in a mock or practice interview	CWP05j  <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	37	18	2,051	13	<b>10%</b>	10%	.01
			Do not plan to do	36	17	1,299	9			
			Plan to do	120	53	10,621	61			
			Done or in progress	28	13	3,079	17			
			Total	221	100	17,050	100			
k. Participate in a career fair	CWP05k  <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	57	26	3,842	23	<b>6%</b>	10%	-.13
			Do not plan to do	53	24	2,095	13			
			Plan to do	89	40	9,449	54			
			Done or in progress	23	10	1,646	10			
			Total	222	100	17,032	100			
l. Network with alumni or professionals in a field related to your career interests	CWP05l  <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	62	29	4,234	25	<b>5%</b>	8%	-.11
			Do not plan to do	56	26	2,345	15			
			Plan to do	89	39	8,761	51			
			Done or in progress	15	6	1,706	10			
			Total	222	100	17,046	100			
<b>6. If you are currently working for pay, to what extent is this work related to your career plans?</b>										
	CWP06	0	Not at all	66	30	3,860	23	<b>1.6</b>	1.6	.00
	1	Very little	23	11	1,143	7				
	2	Some	119	54	10,655	62				
	3	Quite a bit	12	5	1,317	8				
	4	Very much	220	100	16,975	100				
	—	Not working for pay	52	24	3,376	20				
		Total	26	12	1,600	9				

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

This final question asked students to respond in an open text box. Comments were recorded for 41 first-year students and 88 seniors. Responses are provided in your NSSE21 Student Comments Report and in a separate SPSS data file.

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

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



## Seniors

Item wording or description	Variable name	Values <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				Regent		Career Prep		Regent	Career Prep	Effect size <sup>d</sup>
				Count	%	Count	%	Mean	Mean	
<b>1. To what extent do the following apply to you?</b>										
a. You have a clear idea of your career plans	CWP01a	0	Not at all	6	2	579	3	<b>3.2</b>	3.0 ***	.20 △
		1	Very little	13	4	1,330	6			
		2	Some	48	15	4,622	21			
		3	Quite a bit	101	31	6,891	31			
		4	Very much	153	48	9,017	39			
			Total	321	100	22,439	100			
b. Your experience at this institution has helped clarify your career plans	CWP01b	0	Not at all	25	8	1,225	6	<b>2.7</b>	2.6	.06
		1	Very little	16	5	2,054	10			
		2	Some	83	27	5,896	26			
		3	Quite a bit	95	29	6,794	30			
		4	Very much	99	31	6,342	28			
			Total	318	100	22,311	100			
c. What you are learning at this institution is relevant to your career plans	CWP01c	0	Not at all	5	2	335	2	<b>3.3</b>	3.1 ***	.24 △
		1	Very little	7	2	830	4			
		2	Some	39	12	4,181	19			
		3	Quite a bit	94	30	7,303	32			
		4	Very much	174	54	9,741	43			
			Total	319	100	22,390	100			
d. You know where to go with questions about your career plans or further education	CWP01d	0	Not at all	17	5	913	5	<b>2.9</b>	2.8	.09
		1	Very little	26	8	1,854	9			
		2	Some	59	18	5,036	23			
		3	Quite a bit	84	27	6,626	29			
		4	Very much	131	41	7,916	34			
			Total	317	100	22,345	100			
e. You can describe the knowledge, skills, and experiences that are necessary for your career plans	CWP01e	0	Not at all	7	2	391	2	<b>3.1</b>	3.0	.10
		1	Very little	12	4	883	4			
		2	Some	46	14	4,187	19			
		3	Quite a bit	118	37	8,191	37			
		4	Very much	136	42	8,689	38			
			Total	319	100	22,341	100			
f. You have received supportive feedback from faculty or other advisors about your career plans	CWP01f	0	Not at all	28	9	1,681	9	<b>2.5</b>	2.6	-.05
		1	Very little	46	15	2,517	12			
		2	Some	74	23	5,158	24			
		3	Quite a bit	79	25	6,085	26			
		4	Very much	91	28	6,875	29			
			Total	318	100	22,316	100			
<b>2. To what extent have the following influenced your career plans?</b>										
a. Interest or passion for the work	CWP02a	0	Not at all	2	1	288	2	<b>3.4</b>	3.2 ***	.17 △
		1	Very little	6	2	581	3			
		2	Some	31	10	3,095	14			
		3	Quite a bit	105	33	7,421	33			
		4	Very much	170	53	10,747	47			
		—	Not applicable	4	1	198	1			
			Total	318	100	22,330	100			

## Seniors

Item wording or description	Variable name	Values <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				Regent		Career Prep		Regent	Career Prep	
				Count	%	Count	%	Mean	Mean	Effect size <sup>d</sup>
b. Fit for your skills and abilities	CWP02b	0	Not at all	2	1	198	<b>3.3</b>	3.2 *	.14 △	
		1	Very little	7	2	470				
		2	Some	39	12	3,350				
		3	Quite a bit	107	35	8,500				
		4	Very much	158	49	9,592				
		—	Not applicable	5	2	202				
	Total	318	100	22,312	100					
c. Advice from family or friends	CWP02c	0	Not at all	19	6	1,578	<b>2.4</b>	2.4	-.03	
		1	Very little	46	14	2,930				
		2	Some	102	33	6,560				
		3	Quite a bit	69	22	5,612				
		4	Very much	67	20	5,082				
		—	Not applicable	14	4	555				
	Total	317	100	22,317	100					
d. Advice from a high school teacher or counselor	CWP02d	0	Not at all	100	32	6,846	<b>1.2</b>	1.4 *	-.14 ▽	
		1	Very little	52	16	4,125				
		2	Some	34	11	3,850				
		3	Quite a bit	20	6	2,191				
		4	Very much	25	8	2,346				
		—	Not applicable	87	27	2,953				
	Total	318	100	22,311	100					
e. Interactions with a faculty member or advisor	CWP02e	0	Not at all	71	23	2,953	<b>1.7</b>	2.1 ***	-.32 ▽	
		1	Very little	58	18	3,299				
		2	Some	66	21	6,201				
		3	Quite a bit	47	15	4,902				
		4	Very much	36	11	3,851				
		—	Not applicable	40	12	1,097				
	Total	318	100	22,303	100					
f. Co-curricular activities (student organizations or clubs, campus publications, student government, fraternity or sorority, intercollegiate or intramural sports, etc.)	CWP02f	0	Not at all	97	31	5,956	<b>1.0</b>	1.5 ***	-.36 ▽	
		1	Very little	20	6	3,064				
		2	Some	21	7	3,624				
		3	Quite a bit	14	4	2,603				
		4	Very much	18	6	2,308				
		—	Not applicable	147	46	4,734				
	Total	317	100	22,289	100					
g. Internship, co-op, field experience, student teaching, or clinical placement	CWP02g	0	Not at all	82	26	3,511	<b>1.6</b>	2.2 ***	-.44 ▽	
		1	Very little	17	5	1,601				
		2	Some	17	5	3,258				
		3	Quite a bit	27	8	4,099				
		4	Very much	38	12	4,969				
		—	Not applicable	135	43	4,832				
	Total	316	100	22,270	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 <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				Regent		Career Prep		Regent	Career Prep	Effect size <sup>d</sup>
				Count	%	Count	%	Mean	Mean	
h. Work experience (on- or off-campus job or prior employment)	CWP02h	0	Not at all	30	10	2,324	11	<b>2.6</b>	2.6	.04
		1	Very little	22	7	1,920	9			
		2	Some	57	18	4,299	19			
		3	Quite a bit	69	22	5,098	23			
		4	Very much	87	28	6,694	29			
		—	Not applicable	52	16	1,927	9			
Total				317	100	22,262	100			
i. Career fairs, workshops, or course-based exploration of career options	CWP02i	0	Not at all	92	29	5,695	26	<b>1.0</b>	1.5 ***	-.35
		1	Very little	40	13	3,508	16			
		2	Some	35	11	4,362	20			
		3	Quite a bit	17	5	2,535	11			
		4	Very much	11	3	2,041	9			
		—	Not applicable	120	38	4,123	18			
Total				315	100	22,264	100			
j. Expected availability of jobs in the field	CWP02j	0	Not at all	54	17	2,371	11	<b>2.1</b>	2.4 ***	-.20
		1	Very little	18	6	2,259	10			
		2	Some	88	28	5,994	27			
		3	Quite a bit	64	20	5,618	25			
		4	Very much	47	15	4,723	21			
		—	Not applicable	46	15	1,290	6			
Total				317	100	22,255	100			
k. Potential salary or earnings	CWP02k	0	Not at all	57	18	2,012	9	<b>2.0</b>	2.4 ***	-.39
		1	Very little	41	13	2,539	11			
		2	Some	84	26	6,162	28			
		3	Quite a bit	56	18	5,704	26			
		4	Very much	45	14	5,042	23			
		—	Not applicable	35	11	828	4			
Total				318	100	22,287	100			
<b>3. How much confidence do you have in your ability to do the following?</b>										
a. Demonstrate effective work habits (punctuality, working productively with others, time and workload management, etc.)	CWP03a	0	Not at all	2	1	150	1	<b>3.5</b>	3.4 ***	.17
		1	Very little	2	1	386	2			
		2	Some	20	6	2,236	10			
		3	Quite a bit	89	28	6,611	30			
		4	Very much	200	63	12,714	57			
		—	Not applicable	5	2	141	1			
Total				318	100	22,238	100			
b. Network with alumni or professionals to make potential career connections	CWP03b	0	Not at all	22	7	1,471	7	<b>2.4</b>	2.4	-.03
		1	Very little	52	17	2,988	14			
		2	Some	84	27	6,572	29			
		3	Quite a bit	54	17	5,176	23			
		4	Very much	79	25	5,337	24			
		—	Not applicable	24	7	680	3			
Total				315	100	22,224	100			

## Seniors

Item wording or description	Variable name	Values <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				Regent		Career Prep		Regent	Career Prep	
				Count	%	Count	%	Mean	Mean	Effect size <sup>d</sup>
c. Communicate your knowledge, skills, and experiences to potential employers	CWP03c	0	Not at all	2	1	315	<b>3.2</b>	3.0 *	.14 △	
		1	Very little	11	3	969				5
		2	Some	52	16	4,623				21
		3	Quite a bit	113	36	7,769				35
		4	Very much	129	40	8,305				37
		—	Not applicable	11	3	227				1
Total				318	100	22,208	100			
d. Use career-specific technology (devices, programs, or tools used by those in the field)	CWP03d	0	Not at all	4	1	355	<b>3.0</b>	3.0	-.01	
		1	Very little	18	6	1,038				5
		2	Some	64	20	4,783				22
		3	Quite a bit	105	33	7,452				33
		4	Very much	112	35	8,295				38
		—	Not applicable	15	5	299				1
Total				318	100	22,222	100			
e. Work effectively with people of other backgrounds (economic, racial/ethnic, political, religious, nationality, etc.)	CWP03e	0	Not at all	3	1	149	<b>3.5</b>	3.5	.06	
		1	Very little	4	1	298				1
		2	Some	22	7	1,907				9
		3	Quite a bit	82	26	6,464				29
		4	Very much	198	62	13,145				60
		—	Not applicable	9	3	219				1
Total				318	100	22,182	100			
f. Address ethical issues you might face in your career	CWP03f	0	Not at all	2	1	244	<b>3.4</b>	3.2 **	.17 △	
		1	Very little	6	2	574				3
		2	Some	32	10	3,488				16
		3	Quite a bit	110	35	7,524				33
		4	Very much	162	51	10,098				46
		—	Not applicable	5	1	273				1
Total				317	100	22,201	100			
<b>4. In your courses at this institution, about how often have you done the following?</b>										
a. Analyzed a case, scenario, or simulation of a real-life situation	CWP04a	1	Never	22	7	702	<b>2.9</b>	3.1 ***	-.26 ▽	
		2	Sometimes	86	28	4,402				21
		3	Often	106	33	7,865				35
		4	Very often	101	32	9,210				40
		Total				315				100
b. Researched a career interest, a potential employer, or the job market	CWP04b	1	Never	74	24	3,805	<b>2.3</b>	2.6 ***	-.25 ▽	
		2	Sometimes	114	36	6,560				30
		3	Often	74	23	6,042				27
		4	Very often	52	17	5,749				25
		Total				314				100
c. Learned about a career or industry from practicing professionals	CWP04c	1	Never	76	25	2,807	<b>2.3</b>	2.7 ***	-.37 ▽	
		2	Sometimes	111	36	6,684				31
		3	Often	76	23	6,618				29
		4	Very often	51	16	6,039				27
		Total				314				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 <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				Regent		Career Prep		Regent	Career Prep	Effect size <sup>d</sup>
				Count	%	Count	%	Mean	Mean	
<b>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)?<sup>i</sup></b>										
a. Take a career exploration, planning, or development course	CWP05a		Have not decided	60	19	2,928	14	<b>18%</b>	24% *	-0.14
			Do not plan to do	137	44	10,205	46			
			Plan to do	57	18	3,521	16			
			Done or in progress	58	18	5,450	24			
			Total	312	100	22,104	100			
								▽		
b. Complete a career profile or self-assessment to identify occupations that match your strengths and interests	CWP05b		Have not decided	60	19	2,928	14	<b>41%</b>	31% ***	.21
			Do not plan to do	137	44	10,205	46			
			Plan to do	57	18	3,521	16			
			Done or in progress	58	18	5,450	24			
			Total	312	100	22,104	100			
								△		
c. Attend a talk, panel discussion, or workshop about careers	CWP05c		Have not decided	43	14	2,539	12	<b>14%</b>	30% ***	-0.38
			Do not plan to do	82	26	7,949	36			
			Plan to do	57	19	4,507	21			
			Done or in progress	132	41	7,078	31			
			Total	314	100	22,073	100			
								▽		
d. Discuss your career interests with a faculty member	CWP05d		Have not decided	70	22	2,826	13	<b>25%</b>	43% ***	-0.38
			Do not plan to do	125	40	8,042	36			
			Plan to do	71	23	4,460	21			
			Done or in progress	47	14	6,773	30			
			Total	313	100	22,101	100			
								▽		
e. Interview or shadow someone in a career that you are considering	CWP05e		Have not decided	56	18	2,106	10	<b>21%</b>	32% ***	-0.25
			Do not plan to do	92	30	4,916	23			
			Plan to do	84	27	5,053	24			
			Done or in progress	81	25	10,002	43			
			Total	313	100	22,077	100			
								▽		
f. Participate in a major- or career-related co-curricular activity (student organization, professional or honor society, etc.)	CWP05f		Have not decided	56	17	2,718	13	<b>17%</b>	31% ***	-0.32
			Do not plan to do	106	34	5,967	27			
			Plan to do	83	27	5,798	27			
			Done or in progress	68	21	7,596	32			
			Total	313	100	22,079	100			
								▽		
g. Use resources and information (database or other digital tools, videos, guides, books, etc.) from career services	CWP05g		Have not decided	78	25	3,011	14	<b>22%</b>	31% ***	-0.22
			Do not plan to do	141	46	8,483	39			
			Plan to do	36	12	3,410	16			
			Done or in progress	56	17	7,139	31			
			Total	311	100	22,043	100			
								▽		
h. Meet with career services staff to explore your interests and future plans	CWP05h		Have not decided	63	20	2,824	13	<b>15%</b>	23% ***	-0.22
			Do not plan to do	83	27	6,372	29			
			Plan to do	97	32	5,698	26			
			Done or in progress	68	22	7,130	31			
			Total	311	100	22,024	100			
								▽		
i. Get help with your résumé	CWP05i		Have not decided	69	22	3,289	15	<b>25%</b>	42% ***	-0.36
			Do not plan to do	114	37	8,294	38			
			Plan to do	83	26	5,161	24			
			Done or in progress	45	15	5,291	23			
			Total	311	100	22,035	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 <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				Regent		Career Prep		Regent	Career Prep	Effect size <sup>d</sup>
				Count	%	Count	%	Mean	Mean	
j. Participate in a mock or practice interview	CWP05j  (Means indicate the percentage who responded "Done or in progress.")		Have not decided	44	14	1,739	8	<b>14%</b>	27% ***	-0.32
			Do not plan to do	88	28	4,729	22			
			Plan to do	100	32	5,935	28			
			Done or in progress	80	25	9,665	42			
			Total	312	100	22,068	100			
k. Participate in a career fair	CWP05k  (Means indicate the percentage who responded "Done or in progress.")		Have not decided	62	20	2,789	13	<b>8%</b>	31% ***	-0.61
			Do not plan to do	131	42	7,620	35			
			Plan to do	74	24	5,422	25			
			Done or in progress	45	14	6,215	27			
			Total	312	100	22,046	100			
l. Network with alumni or professionals in a field related to your career interests	CWP05l  (Means indicate the percentage who responded "Done or in progress.")		Have not decided	72	23	2,984	14	<b>12%</b>	26% ***	-0.36
			Do not plan to do	130	42	7,525	33			
			Plan to do	84	28	4,752	23			
			Done or in progress	24	8	6,787	31			
			Total	310	100	22,048	100			
<b>6. If you are currently working for pay, to what extent is this work related to your career plans?</b>										
	CWP06	0	Not at all	77	25	3,505	16	<b>2.0</b>	2.2 *	-0.15
		1	Very little	85	27	4,862	22			
		2	Some	112	36	7,653	36			
		3	Quite a bit	37	12	5,959	26			
		4	Very much	311	100	21,979	100			
		—	Not working for pay	58	19	3,484	16			
			Total	39	12	2,016	9			

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

This final question asked students to respond in an open text box. Comments were recorded for 41 first-year students and 88 seniors. Responses are provided in your NSSE21 Student Comments Report and in a separate SPSS data file.

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

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

### First-Year Students

Variable name	N	Mean		Standard error <sup>f</sup>		Standard deviation <sup>g</sup>		DF <sup>h</sup>	Sig. <sup>i</sup>	Effect size <sup>d</sup>
		Regent	Career Prep	Regent	Career Prep	Regent	Career Prep			
CWP01a	231	3.19	2.79	.062	.008	0.94	1.07	237	.000	.38
CWP01b	230	2.86	2.43	.070	.008	1.05	1.11	235	.000	.39
CWP01c	230	3.41	2.92	.058	.007	0.87	0.99	19,318	.000	.49
CWP01d	229	3.08	2.74	.071	.008	1.08	1.11	19,307	.000	.31
CWP01e	227	3.10	2.74	.063	.007	0.95	1.01	19,277	.000	.35
CWP01f	229	2.63	2.45	.085	.009	1.29	1.20	232	.034	.15
CWP02a	224	3.52	3.15	.047	.007	0.71	0.91	232	.000	.40
CWP02b	223	3.40	3.05	.051	.006	0.77	0.87	18,983	.000	.40
CWP02c	215	2.41	2.48	.089	.009	1.30	1.17	218	.468	-.06
CWP02d	155	1.49	1.81	.116	.010	1.45	1.35	17,824	.004	-.23
CWP02e	180	1.97	1.95	.102	.009	1.37	1.27	18,315	.863	.01
CWP02f	131	1.18	1.56	.128	.011	1.46	1.36	15,314	.001	-.28
CWP02g	126	1.35	1.64	.134	.013	1.51	1.44	12,906	.022	-.20
CWP02h	190	2.21	2.01	.105	.011	1.45	1.43	15,747	.050	.14
CWP02i	138	1.30	1.49	.114	.011	1.33	1.31	14,816	.091	-.14
CWP02j	191	2.02	2.26	.103	.009	1.42	1.26	193	.020	-.19
CWP02k	201	2.00	2.46	.101	.009	1.43	1.22	203	.000	-.38
CWP03a	221	3.42	3.14	.053	.007	0.78	0.90	19,045	.000	.31
CWP03b	200	2.59	2.31	.086	.009	1.21	1.16	18,501	.001	.24
CWP03c	213	2.97	2.76	.074	.007	1.08	1.02	18,861	.002	.21
CWP03d	211	3.00	2.76	.073	.008	1.06	1.05	18,731	.001	.23
CWP03e	219	3.50	3.36	.057	.006	0.84	0.85	18,910	.021	.16
CWP03f	218	3.27	3.05	.069	.007	1.01	0.96	18,830	.001	.22
CWP04a	222	2.78	2.74	.067	.007	1.00	0.92	226	.496	.05
CWP04b	224	2.24	2.33	.070	.008	1.04	1.04	19,099	.211	-.08
CWP04c	222	2.23	2.36	.073	.007	1.08	1.02	19,112	.072	-.12
CWP05a <sup>k</sup>	231	16%	12%	.024	.002	--	--	--	.087	.11
CWP05b <sup>k</sup>	230	45%	21%	.034	.003	--	--	--	.000	.53
CWP05c <sup>k</sup>	230	15%	14%	.024	.002	--	--	--	.537	.04
CWP05d <sup>k</sup>	229	20%	27%	.027	.003	--	--	--	.024	-.16
CWP05e <sup>k</sup>	227	11%	12%	.021	.002	--	--	--	.560	-.04
CWP05f <sup>k</sup>	229	13%	13%	.023	.002	--	--	--	.885	.01
CWP05g <sup>k</sup>	224	18%	14%	.026	.003	--	--	--	.115	.10
CWP05h <sup>k</sup>	223	10%	10%	.020	.002	--	--	--	.835	.01
CWP05i <sup>k</sup>	215	13%	17%	.022	.003	--	--	--	.056	-.14
CWP05j <sup>k</sup>	155	10%	10%	.020	.002	--	--	--	.937	.01
CWP05k <sup>k</sup>	180	6%	10%	.016	.002	--	--	--	.084	-.13
CWP05l <sup>k</sup>	131	5%	8%	.015	.002	--	--	--	.123	-.11
CWP06	152	1.62	1.61	.125	.015	1.54	1.52	10,575	.973	.00

### Seniors

Variable name	N	Mean		Standard error <sup>f</sup>		Standard deviation <sup>g</sup>		DF <sup>h</sup>	Sig. <sup>i</sup>	Effect size <sup>d</sup>
		Regent	Career Prep	Regent	Career Prep	Regent	Career Prep			
CWP01a	322	3.19	2.98	.053	.006	0.96	1.05	31,470	.000	.20
CWP01b	319	2.71	2.64	.066	.007	1.18	1.16	31,274	.294	.06
CWP01c	320	3.33	3.10	.050	.005	0.89	0.96	31,385	.000	.24
CWP01d	317	2.91	2.80	.066	.006	1.18	1.14	31,335	.093	.09
CWP01e	320	3.14	3.04	.053	.005	0.95	0.96	31,332	.079	.10
CWP01f	318	2.50	2.56	.072	.007	1.28	1.26	31,296	.368	-.05
CWP02a	314	3.38	3.23	.045	.005	0.79	0.90	322	.001	.17
CWP02b	313	3.32	3.20	.046	.005	0.81	0.85	30,981	.013	.14
CWP02c	303	2.38	2.41	.067	.007	1.16	1.20	30,475	.623	-.03
CWP02d	233	1.20	1.40	.089	.008	1.36	1.38	27,025	.031	-.14
CWP02e	279	1.69	2.10	.081	.008	1.36	1.29	283	.000	-.32
CWP02f	170	1.01	1.51	.107	.009	1.40	1.42	24,522	.000	-.36
CWP02g	180	1.56	2.23	.124	.010	1.66	1.50	181	.000	-.44
CWP02h	267	2.61	2.55	.081	.008	1.33	1.35	28,316	.497	.04
CWP02i	196	1.05	1.51	.087	.009	1.22	1.35	199	.000	-.35
CWP02j	271	2.11	2.37	.081	.007	1.33	1.27	29,381	.001	-.20
CWP02k	283	1.97	2.44	.080	.007	1.34	1.23	30,048	.000	-.39
CWP03a	313	3.55	3.41	.039	.005	0.70	0.80	321	.001	.17
CWP03b	292	2.40	2.44	.074	.007	1.26	1.21	30,197	.607	-.03
CWP03c	307	3.16	3.02	.050	.005	0.87	0.96	30,777	.012	.14
CWP03d	304	3.01	3.01	.055	.006	0.96	0.97	30,702	.894	-.01
CWP03e	310	3.51	3.46	.044	.004	0.77	0.77	30,760	.312	.06
CWP03f	313	3.36	3.21	.045	.005	0.79	0.89	320	.001	.17
CWP04a	315	2.90	3.13	.053	.005	0.94	0.86	320	.000	-.26
CWP04b	314	2.33	2.59	.057	.006	1.02	1.05	320	.000	-.25
CWP04c	315	2.31	2.69	.057	.006	1.02	1.01	31,033	.000	-.37
CWP05a <sup>k</sup>	322	18%	24%	.022	.002	--	--	--	.020	-.14
CWP05b <sup>k</sup>	319	41%	31%	.028	.003	--	--	--	.000	.21
CWP05c <sup>k</sup>	320	14%	30%	.020	.003	--	--	--	.000	-.38
CWP05d <sup>k</sup>	317	25%	43%	.025	.003	--	--	--	.000	-.38
CWP05e <sup>k</sup>	320	21%	32%	.023	.003	--	--	--	.000	-.25
CWP05f <sup>k</sup>	318	17%	31%	.021	.003	--	--	--	.000	-.32
CWP05g <sup>k</sup>	314	22%	31%	.023	.003	--	--	--	.000	-.22
CWP05h <sup>k</sup>	313	15%	23%	.020	.002	--	--	--	.000	-.22
CWP05i <sup>k</sup>	303	25%	42%	.025	.003	--	--	--	.000	-.36
CWP05j <sup>k</sup>	233	14%	27%	.020	.003	--	--	--	.000	-.32
CWP05k <sup>k</sup>	279	8%	31%	.015	.003	--	--	--	.000	-.61
CWP05l <sup>k</sup>	170	12%	26%	.019	.003	--	--	--	.000	-.36
CWP06	235	2.02	2.25	.102	.010	1.56	1.54	22,946	.027	-.15

See the endnotes on the last page of this report.



## Endnotes

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

### Key to symbols:

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

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