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# NSSE 2022 Topical Module Report

## Career & Workforce Preparation

University of San Francisco

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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.

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 <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				USF_CA		Career Prep		USF_CA	Career Prep	
				Count	%	Count	%	Mean	Mean	Effect size <sup>d</sup>
<b>1. To what extent do the following apply to you?</b>										
a. You have a clear idea of your career plans	CWPidea	0	Not at all	20	6	581	4	<b>2.5</b>	2.7 ***	-0.23
		1	Very little	38	11	1,616	9			
		2	Some	105	32	4,593	26			
		3	Quite a bit	99	30	5,646	32			
		4	Very much	72	21	4,967	29			
		Total		334	100	17,403	100			
b. Your experience at this institution has helped clarify your career plans	CWPclarify	0	Not at all	18	5	928	6	<b>2.3</b>	2.5 **	-0.18
		1	Very little	57	17	2,087	12			
		2	Some	121	36	5,820	33			
		3	Quite a bit	92	28	5,224	30			
		4	Very much	44	13	3,194	20			
		Total		332	100	17,253	100			
c. What you are learning at this institution is relevant to your career plans	CWPrelevant	0	Not at all	8	2	341	2	<b>2.8</b>	2.9	-0.07
		1	Very little	16	5	1,016	6			
		2	Some	104	31	4,451	26			
		3	Quite a bit	112	34	6,267	36			
		4	Very much	92	27	5,223	31			
		Total		332	100	17,298	100			
d. You know where to go with questions about your career plans or further education	CWPquestions	0	Not at all	15	5	652	4	<b>2.5</b>	2.7 **	-0.17
		1	Very little	34	10	1,663	10			
		2	Some	116	35	4,436	26			
		3	Quite a bit	93	29	5,607	32			
		4	Very much	72	22	4,889	29			
		Total		330	100	17,247	100			
e. You can describe the knowledge, skills, and experiences that are necessary for your career plans	CWPdescribe	0	Not at all	18	5	415	3	<b>2.5</b>	2.7 ***	-0.20
		1	Very little	25	7	1,449	8			
		2	Some	118	36	5,002	29			
		3	Quite a bit	109	33	6,179	35			
		4	Very much	61	18	4,186	25			
		Total		331	100	17,231	100			
f. You have received supportive feedback from faculty or other advisors about your career plans	CWPfeedback	0	Not at all	40	12	1,240	8	<b>2.1</b>	2.4 ***	-0.25
		1	Very little	52	15	2,291	13			
		2	Some	106	32	4,907	28			
		3	Quite a bit	84	26	5,155	29			
		4	Very much	47	14	3,616	22			
		Total		329	100	17,209	100			
<b>2. To what extent have the following influenced your career plans?</b>										
a. Interest or passion for the work	CWPinterest	0	Not at all	5	2	245	2	<b>3.0</b>	3.1 **	-0.16
		1	Very little	19	6	633	4			
		2	Some	70	21	2,930	17			
		3	Quite a bit	115	36	6,103	35			
		4	Very much	116	35	7,069	41			
		—	Not applicable	3	1	214	1			
		Total		328	100	17,194	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>		
				USF_CA		Career Prep		USF_CA	Career Prep	Effect size <sup>d</sup>
				Count	%	Count	%	Mean	Mean	
b. Fit for your skills and abilities	CWPrfit	0	Not at all	3	1	164	1	<b>2.9</b>	3.0 *	-0.12 ▽
		1	Very little	15	5	595	4			
		2	Some	81	25	3,644	21			
		3	Quite a bit	129	40	6,800	38			
		4	Very much	93	28	5,761	34			
		—	Not applicable	5	1	209	1			
Total				326	100	17,173	100			
c. Advice from family or friends	CWPfamily	0	Not at all	17	5	891	6	<b>2.5</b>	2.6	-0.01
		1	Very little	33	10	1,981	12			
		2	Some	102	31	4,763	28			
		3	Quite a bit	98	30	5,151	29			
		4	Very much	72	22	4,089	24			
		—	Not applicable	6	2	308	2			
Total				328	100	17,183	100			
d. Advice from a high school teacher or counselor	CWPhighschool	0	Not at all	60	18	3,314	20	<b>1.8</b>	1.9	-0.05
		1	Very little	64	19	3,235	18			
		2	Some	99	30	4,071	24			
		3	Quite a bit	45	14	3,060	17			
		4	Very much	43	13	2,550	15			
		—	Not applicable	17	5	945	6			
Total				328	100	17,175	100			
e. Interactions with a faculty member or academic advisor	CWPadvisor	0	Not at all	51	16	2,333	14	<b>2.0</b>	2.0	-0.03
		1	Very little	45	14	3,158	19			
		2	Some	109	33	4,959	28			
		3	Quite a bit	59	18	3,655	21			
		4	Very much	43	13	2,415	14			
		—	Not applicable	21	6	655	4			
Total				328	100	17,175	100			
f. Interactions with career coach or career advisor	CWPcoach <i>(Comparison data are limited to NSSE 2022.)</i>	0	Not at all	71	22	4,108	24	<b>1.6</b>	1.6	.00
		1	Very little	61	19	3,039	17			
		2	Some	80	24	3,331	19			
		3	Quite a bit	33	10	2,245	13			
		4	Very much	34	10	1,765	11			
		—	Not applicable	48	14	2,660	15			
Total				327	100	17,148	100			
g. Co-curricular activities (student organizations or clubs, campus publications, student government, fraternity or sorority, intercollegiate or intramural sports, etc.)	CWPocurr	0	Not at all	67	21	4,220	25	<b>1.7</b>	1.6	.08
		1	Very little	53	17	2,538	14			
		2	Some	74	22	3,385	19			
		3	Quite a bit	52	16	2,433	14			
		4	Very much	33	10	1,820	11			
		—	Not applicable	46	14	2,744	17			
Total				325	100	17,140	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>		
				USF_CA		Career Prep		USF_CA	Career Prep	
				Count	%	Count	%	Mean	Mean	Effect size <sup>d</sup>
h. Internship, co-op, field experience, student teaching, or clinical placement	CWPintern	0	Not at all	58	18	3,992	24	<b>1.8</b>	1.6 *	.13 △
		1	Very little	28	9	1,979	11			
		2	Some	66	20	2,629	15			
		3	Quite a bit	51	16	2,043	12			
		4	Very much	25	7	1,663	10			
		—	Not applicable	99	30	4,808	28			
Total				327	100	17,114	100			
i. Work experience (on- or off-campus job or prior employment)	CWPwork	0	Not at all	66	21	3,245	19	<b>1.8</b>	2.0 *	-.13 ▽
		1	Very little	35	11	2,136	12			
		2	Some	65	20	3,532	20			
		3	Quite a bit	57	18	2,905	17			
		4	Very much	31	9	2,719	17			
		—	Not applicable	71	22	2,593	15			
Total				325	100	17,130	100			
j. Career fairs, workshops, or course-based exploration of career options	CWPfairs	0	Not at all	65	20	4,161	25	<b>1.6</b>	1.5	.07
		1	Very little	59	18	2,734	16			
		2	Some	76	23	3,594	20			
		3	Quite a bit	45	14	2,118	12			
		4	Very much	24	7	1,379	8			
		—	Not applicable	57	17	3,116	19			
Total				326	100	17,102	100			
k. Expected availability of jobs in the field	CWPjobs	0	Not at all	45	14	2,101	13	<b>2.2</b>	2.2	-.05
		1	Very little	35	11	2,032	12			
		2	Some	91	28	4,733	27			
		3	Quite a bit	76	24	4,187	24			
		4	Very much	49	15	2,881	17			
		—	Not applicable	27	8	1,161	7			
Total				323	100	17,095	100			
l. Potential salary or earnings	CWPsalary	0	Not at all	24	7	1,554	9	<b>2.5</b>	2.4	.06
		1	Very little	34	10	1,924	11			
		2	Some	92	28	4,611	26			
		3	Quite a bit	84	26	4,612	27			
		4	Very much	76	23	3,694	22			
		—	Not applicable	15	5	709	5			
Total				325	100	17,104	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.)	CWP habits	0	Not at all	0	0	171	1	<b>3.0</b>	3.1	-.11
		1	Very little	16	5	649	4			
		2	Some	79	24	3,226	20			
		3	Quite a bit	121	37	6,255	36			
		4	Very much	108	33	6,588	39			
		—	Not applicable	2	1	136	1			
Total				326	100	17,025	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>		
				USF_CA		Career Prep		USF_CA	Career Prep	
				Count	%	Count	%	Mean	Mean	Effect size <sup>d</sup>
b. Network with alumni or professionals to make potential career connections	CWPnetwork	0	Not at all	22	7	1,204	7	<b>2.2</b>	2.3	-.03
		1	Very little	58	18	2,853	17			
		2	Some	111	34	5,520	32			
		3	Quite a bit	78	24	3,940	22			
		4	Very much	51	16	2,898	18			
		—	Not applicable	5	1	581	4			
Total				325	100	16,996	100			
c. Communicate your knowledge, skills, and experiences to potential employers	CWPcommunicate	0	Not at all	15	5	445	3	<b>2.5</b>	2.7 ***	-.20
		1	Very little	30	9	1,317	8			
		2	Some	111	34	4,849	28			
		3	Quite a bit	104	32	5,723	33			
		4	Very much	62	19	4,365	26			
		—	Not applicable	3	1	274	2			
Total				325	100	16,973	100			
d. Use career-specific technology (devices, programs, or tools used by those in the field)	CWPtech	0	Not at all	12	4	526	3	<b>2.5</b>	2.7 ***	-.21
		1	Very little	33	10	1,519	9			
		2	Some	116	36	4,875	28			
		3	Quite a bit	105	33	5,410	31			
		4	Very much	53	16	4,279	26			
		—	Not applicable	6	2	358	2			
Total				325	100	16,967	100			
e. Work effectively with people of other backgrounds (economic, racial/ethnic, political, religious, nationality, etc.)	CWPdiverse	0	Not at all	2	1	188	1	<b>3.3</b>	3.2	.01
		1	Very little	8	2	495	3			
		2	Some	50	15	2,320	14			
		3	Quite a bit	105	33	5,511	32			
		4	Very much	158	48	8,254	48			
		—	Not applicable	2	1	191	1			
Total				325	100	16,959	100			
f. Address ethical issues you might face in your career	CWPethics	0	Not at all	3	1	335	2	<b>3.0</b>	2.9	.01
		1	Very little	14	4	890	5			
		2	Some	80	25	3,856	23			
		3	Quite a bit	120	37	5,854	33			
		4	Very much	105	32	5,741	34			
		—	Not applicable	3	1	267	2			
Total				325	100	16,943	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	CWPanalyze	1	Never	24	7	1,434	9	<b>2.8</b>	2.8	.04
		2	Sometimes	101	32	5,202	30			
		3	Often	111	35	6,333	37			
		4	Very often	85	26	3,916	24			
		Total				321	100			
b. Researched a career interest, a potential employer, or the job market	CWPresearch	1	Never	102	32	3,914	23	<b>2.3</b>	2.4 *	-.12
		2	Sometimes	81	25	5,504	33			
		3	Often	89	28	4,586	27			
		4	Very often	48	15	2,862	17			
		Total				320	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>		
				USF_CA		Career Prep		USF_CA	Career Prep	Effect size <sup>d</sup>
				Count	%	Count	%	Mean	Mean	
c. Learned about a career or industry from practicing professionals	CWPpractice	1	Never	74	23	3,463	21	<b>2.4</b>	2.4	-.06
		2	Sometimes	103	32	5,544	33			
		3	Often	95	30	4,929	29			
		4	Very often	49	15	2,956	18			
		Total		321	100	16,892	100			
<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	CWPcourse (Means indicate the percentage who responded "Done or in progress.")		Have not decided	99	31	4,252	26	<b>10%</b>	12%	-.08
			Do not plan to do	42	13	2,956	18			
			Plan to do	149	46	7,502	44			
			Done or in progress	31	10	2,124	12			
		Total		321	100	16,834	100			
b. Complete a career profile or self-assessment to identify occupations that match your strengths and interests	CWPprofile (Means indicate the percentage who responded "Done or in progress.")		Have not decided	73	23	3,123	19	<b>15%</b>	19% *	-0.12 ▽
			Do not plan to do	33	11	2,466	15			
			Plan to do	164	52	7,859	47			
			Done or in progress	48	15	3,350	19			
		Total		318	100	16,798	100			
c. Attend a talk, panel discussion, or workshop about careers	CWPtalk (Means indicate the percentage who responded "Done or in progress.")		Have not decided	66	21	3,695	23	<b>15%</b>	14%	.05
			Do not plan to do	19	6	2,565	16			
			Plan to do	183	58	8,103	48			
			Done or in progress	49	15	2,429	14			
		Total		317	100	16,792	100			
d. Discuss your career interests with a faculty member	CWPfaculty (Means indicate the percentage who responded "Done or in progress.")		Have not decided	48	15	2,290	15	<b>24%</b>	26%	-.05
			Do not plan to do	13	4	1,287	9			
			Plan to do	181	56	8,513	50			
			Done or in progress	77	24	4,705	26			
		Total		319	100	16,795	100			
e. Interview or shadow someone in a career that you are considering	CWPinterview (Means indicate the percentage who responded "Done or in progress.")		Have not decided	60	19	2,727	17	<b>9%</b>	12%	-.11
			Do not plan to do	9	3	1,046	7			
			Plan to do	222	69	10,964	64			
			Done or in progress	27	9	2,067	12			
		Total		318	100	16,804	100			
f. Participate in a major- or career-related co-curricular activity (student organization, professional or honor society, etc.)	CWPmajor (Means indicate the percentage who responded "Done or in progress.")		Have not decided	68	22	4,073	25	<b>17%</b>	14%	.07
			Do not plan to do	14	4	1,820	12			
			Plan to do	184	57	8,410	49			
			Done or in progress	53	17	2,480	14			
		Total		319	100	16,783	100			
g. Use resources and information (database or other digital tools, videos, guides, books, etc.) from career services	CWPresources (Means indicate the percentage who responded "Done or in progress.")		Have not decided	70	22	3,761	22	<b>15%</b>	15%	.00
			Do not plan to do	19	6	1,708	10			
			Plan to do	182	57	8,855	53			
			Done or in progress	47	15	2,430	15			
		Total		318	100	16,754	100			
h. Meet with career services staff to explore your interests and future plans	CWPstaff (Means indicate the percentage who responded "Done or in progress.")		Have not decided	66	21	3,685	22	<b>11%</b>	11%	.02
			Do not plan to do	24	8	1,912	12			
			Plan to do	192	60	9,319	55			
			Done or in progress	36	11	1,834	11			
		Total		318	100	16,750	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>		
				USF_CA		Career Prep		USF_CA	Career Prep	
				Count	%	Count	%	Mean	Mean	Effect size <sup>d</sup>
i. Get help with your résumé	CWPresume  (Means indicate the percentage who responded "Done or in progress.")		Have not decided	44	14	2,098	13	<b>27%</b>	20% **	.17
			Do not plan to do	15	5	1,385	9			
			Plan to do	173	54	9,737	57			
			Done or in progress	87	27	3,554	20			
			Total	319	100	16,774	100			
j. Participate in a mock or practice interview	CWPmock  (Means indicate the percentage who responded "Done or in progress.")		Have not decided	73	23	3,704	22	<b>10%</b>	12%	-.05
			Do not plan to do	29	9	2,390	16			
			Plan to do	185	58	8,687	50			
			Done or in progress	32	10	1,971	12			
			Total	319	100	16,752	100			
k. Participate in a career fair	CWPcareerfair  (Means indicate the percentage who responded "Done or in progress.")		Have not decided	77	24	3,941	24	<b>16%</b>	14%	.08
			Do not plan to do	24	8	2,331	15			
			Plan to do	167	52	7,995	47			
			Done or in progress	52	16	2,488	14			
			Total	320	100	16,755	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	58	18	3,891	24	<b>9%</b>	9%	.00
			Do not plan to do	12	4	1,419	9			
			Plan to do	219	68	9,858	58			
			Done or in progress	29	9	1,542	9			
			Total	318	100	16,710	100			
<b>6. If you are currently working for pay, to what extent is this work related to your career plans?</b>										
	CWPworkpay							<b>1.5</b>	1.6	-.04
	0	Not at all	43	14	3,568	21				
	1	Very little	25	8	1,928	12				
	2	Some	30	10	1,985	12				
	3	Quite a bit	26	9	1,192	7				
	4	Very much	9	3	1,489	10				
	—	Not working for pay	161	55	6,464	38				
		Total	294	100	16,626	100				

### 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 31 first-year students and 42 seniors. Responses are provided in your NSSE22 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 <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				USF_CA		Career Prep		USF_CA	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	CWPidea	0	Not at all	8	3	679	3	<b>2.9</b>	3.0	-.07
		1	Very little	15	5	1,461	6			
		2	Some	63	22	5,099	21			
		3	Quite a bit	105	36	7,408	30			
		4	Very much	95	33	9,642	41			
			Total	286	100	24,289	100			
b. Your experience at this institution has helped clarify your career plans	CWPclarify	0	Not at all	10	4	1,293	6	<b>2.7</b>	2.7	-.02
		1	Very little	32	11	2,216	9			
		2	Some	73	26	6,283	26			
		3	Quite a bit	98	35	7,350	30			
		4	Very much	70	25	6,993	30			
			Total	283	100	24,135	100			
c. What you are learning at this institution is relevant to your career plans	CWPrelevant	0	Not at all	5	2	361	2	<b>3.1</b>	3.1	.02
		1	Very little	10	4	951	4			
		2	Some	40	14	4,566	19			
		3	Quite a bit	117	40	8,025	33			
		4	Very much	114	40	10,313	43			
			Total	286	100	24,216	100			
d. You know where to go with questions about your career plans or further education	CWPquestions	0	Not at all	8	3	1,123	5	<b>2.8</b>	2.8	-.01
		1	Very little	25	9	2,076	9			
		2	Some	74	26	5,281	22			
		3	Quite a bit	90	31	7,209	29			
		4	Very much	88	32	8,465	35			
			Total	285	100	24,154	100			
e. You can describe the knowledge, skills, and experiences that are necessary for your career plans	CWPdescribe	0	Not at all	3	1	429	2	<b>3.1</b>	3.1	.01
		1	Very little	12	4	981	4			
		2	Some	51	18	4,556	19			
		3	Quite a bit	117	40	8,849	36			
		4	Very much	103	37	9,349	39			
			Total	286	100	24,164	100			
f. You have received supportive feedback from faculty or other advisors about your career plans	CWPfeedback	0	Not at all	20	7	1,992	9	<b>2.6</b>	2.6	.01
		1	Very little	32	11	2,592	11			
		2	Some	67	24	5,548	23			
		3	Quite a bit	90	31	6,565	26			
		4	Very much	76	27	7,428	31			
			Total	285	100	24,125	100			
<b>2. To what extent have the following influenced your career plans?</b>										
a. Interest or passion for the work	CWPinterest	0	Not at all	7	3	335	2	<b>3.2</b>	3.2	-.07
		1	Very little	6	2	667	3			
		2	Some	38	14	3,253	14			
		3	Quite a bit	95	33	7,803	32			
		4	Very much	134	46	11,804	49			
		—	Not applicable	4	1	246	1			
			Total	284	100	24,108	100			

## Seniors

Item wording or description	Variable name	Values <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				USF_CA		Career Prep		USF_CA	Career Prep	Effect size <sup>d</sup>
				Count	%	Count	%	Mean	Mean	
b. Fit for your skills and abilities	CWPrfit	0	Not at all	5	2	211	1	<b>3.2</b>	3.2	-.03
		1	Very little	5	2	508	2			
		2	Some	38	14	3,578	15			
		3	Quite a bit	109	38	9,048	37			
		4	Very much	123	43	10,505	44			
		—	Not applicable	3	1	230	1			
Total				283	100	24,080	100			
c. Advice from family or friends	CWPrfamily	0	Not at all	12	4	1,550	7	<b>2.7</b>	2.5 **	.15
		1	Very little	23	8	2,836	12			
		2	Some	76	27	6,765	28			
		3	Quite a bit	91	32	6,199	25			
		4	Very much	78	27	6,163	26			
		—	Not applicable	4	2	563	3			
Total				284	100	24,076	100			
d. Advice from a high school teacher or counselor	CWPrhighschool	0	Not at all	69	24	6,900	28	<b>1.8</b>	1.6	.11
		1	Very little	57	21	4,141	17			
		2	Some	52	18	4,138	17			
		3	Quite a bit	37	13	2,716	11			
		4	Very much	47	17	3,059	13			
		—	Not applicable	23	8	3,119	14			
Total				285	100	24,073	100			
e. Interactions with a faculty member or academic advisor	CWPradvisor	0	Not at all	36	13	3,159	14	<b>2.3</b>	2.2	.07
		1	Very little	36	13	3,570	15			
		2	Some	81	29	6,205	26			
		3	Quite a bit	56	20	5,249	21			
		4	Very much	62	21	4,557	19			
		—	Not applicable	13	5	1,317	6			
Total				284	100	24,057	100			
f. Interactions with career coach or career advisor	CWPrcoach <i>(Comparison data are limited to NSSE 2022.)</i>	0	Not at all	71	25	6,798	28	<b>1.7</b>	1.5	.11
		1	Very little	52	19	3,615	15			
		2	Some	53	19	3,666	15			
		3	Quite a bit	31	11	2,590	11			
		4	Very much	45	16	2,788	12			
		—	Not applicable	32	11	4,605	19			
Total				284	100	24,062	100			
g. Co-curricular activities (student organizations or clubs, campus publications, student government, fraternity or sorority, intercollegiate or intramural sports, etc.)	CWPrcocurr	0	Not at all	50	18	6,515	28	<b>1.9</b>	1.6 ***	.25
		1	Very little	52	19	2,825	11			
		2	Some	60	21	3,719	15			
		3	Quite a bit	45	16	2,852	11			
		4	Very much	44	16	2,670	11			
		—	Not applicable	34	11	5,441	24			
Total				285	100	24,022	100			

## Seniors

Item wording or description	Variable name	Values <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				USF_CA		Career Prep		USF_CA	Career Prep	Effect size <sup>d</sup>
				Count	%	Count	%	Mean	Mean	
h. Internship, co-op, field experience, student teaching, or clinical placement	CWPintern	0	Not at all	26	10	3,824	17	<b>2.7</b>	2.3 *** △	.26
		1	Very little	23	8	1,654	7			
		2	Some	44	16	3,523	14			
		3	Quite a bit	69	24	4,507	18			
		4	Very much	88	31	5,761	23			
		—	Not applicable	33	12	4,713	21			
		Total		283	100	23,982	100			
i. Work experience (on- or off-campus job or prior employment)	CWPwork	0	Not at all	20	7	2,327	10	<b>2.7</b>	2.7	.00
		1	Very little	21	8	1,875	8			
		2	Some	65	23	4,587	19			
		3	Quite a bit	70	24	5,562	23			
		4	Very much	82	29	7,760	33			
		—	Not applicable	25	9	1,887	9			
		Total		283	100	23,998	100			
j. Career fairs, workshops, or course-based exploration of career options	CWPfairs	0	Not at all	75	27	6,334	26	<b>1.6</b>	1.6	.05
		1	Very little	47	17	3,465	14			
		2	Some	52	18	4,405	18			
		3	Quite a bit	31	11	2,746	11			
		4	Very much	38	14	2,477	11			
		—	Not applicable	40	14	4,562	20			
		Total		283	100	23,989	100			
k. Expected availability of jobs in the field	CWPjobs	0	Not at all	39	14	2,766	12	<b>2.4</b>	2.4	-.02
		1	Very little	26	9	2,281	9			
		2	Some	70	25	6,213	25			
		3	Quite a bit	71	24	5,934	24			
		4	Very much	69	24	5,290	23			
		—	Not applicable	9	3	1,493	7			
		Total		284	100	23,977	100			
l. Potential salary or earnings	CWPsalary	0	Not at all	28	10	2,316	10	<b>2.6</b>	2.5	.08
		1	Very little	23	8	2,636	11			
		2	Some	70	25	6,214	25			
		3	Quite a bit	75	25	6,067	25			
		4	Very much	82	29	5,764	25			
		—	Not applicable	6	2	997	5			
		Total		284	100	23,994	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.)	CWP habits	0	Not at all	3	1	153	1	<b>3.4</b>	3.4	-.07
		1	Very little	7	3	398	2			
		2	Some	27	9	2,417	10			
		3	Quite a bit	91	33	7,266	30			
		4	Very much	152	53	13,483	57			
		—	Not applicable	3	1	170	1			
		Total		283	100	23,887	100			

## Seniors

Item wording or description	Variable name	Values <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				USF_CA		Career Prep		USF_CA	Career Prep	Effect size <sup>d</sup>
				Count	%	Count	%	Mean	Mean	
b. Network with alumni or professionals to make potential career connections	CWPnetwork	0	Not at all	13	5	1,589	7	<b>2.5</b>	2.5	.04
		1	Very little	37	13	3,063	13			
		2	Some	90	32	6,728	28			
		3	Quite a bit	66	23	5,711	23			
		4	Very much	73	26	6,032	25			
		—	Not applicable	5	2	764	4			
Total				284	100	23,887	100			
c. Communicate your knowledge, skills, and experiences to potential employers	CWPcommunicate	0	Not at all	4	1	325	2	<b>3.0</b>	3.1	-.05
		1	Very little	9	3	974	4			
		2	Some	63	22	4,816	20			
		3	Quite a bit	112	40	8,395	34			
		4	Very much	92	32	9,079	38			
		—	Not applicable	4	1	284	1			
Total				284	100	23,873	100			
d. Use career-specific technology (devices, programs, or tools used by those in the field)	CWPtech	0	Not at all	6	2	413	2	<b>3.0</b>	3.0	-.01
		1	Very little	12	4	1,110	5			
		2	Some	54	19	4,966	21			
		3	Quite a bit	106	38	8,084	33			
		4	Very much	100	35	8,863	38			
		—	Not applicable	6	2	401	2			
Total				284	100	23,837	100			
e. Work effectively with people of other backgrounds (economic, racial/ethnic, political, religious, nationality, etc.)	CWPdiverse	0	Not at all	3	1	181	1	<b>3.4</b>	3.4	.03
		1	Very little	2	1	373	2			
		2	Some	25	9	2,274	10			
		3	Quite a bit	83	29	7,162	30			
		4	Very much	166	58	13,609	57			
		—	Not applicable	5	2	247	1			
Total				284	100	23,846	100			
f. Address ethical issues you might face in your career	CWPethics	0	Not at all	3	1	261	1	<b>3.2</b>	3.2	-.01
		1	Very little	6	2	715	3			
		2	Some	47	18	3,863	16			
		3	Quite a bit	98	34	8,063	33			
		4	Very much	125	44	10,605	45			
		—	Not applicable	5	2	318	1			
Total				284	100	23,825	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	CWPanalyze	1	Never	8	3	853	4	<b>3.3</b>	3.1 *	.15 △
		2	Sometimes	38	14	4,657	20			
		3	Often	107	37	8,286	35			
		4	Very often	129	46	10,004	41			
		Total				282	100			
b. Researched a career interest, a potential employer, or the job market	CWPresearch	1	Never	37	13	3,634	16	<b>2.7</b>	2.7	.05
		2	Sometimes	88	31	6,958	29			
		3	Often	78	29	6,592	28			
		4	Very often	79	28	6,582	28			
		Total				282	100			

## Seniors

Item wording or description	Variable name	Values <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				USF_CA		Career Prep		USF_CA	Career Prep	Effect size <sup>d</sup>
				Count	%	Count	%	Mean	Mean	
c. Learned about a career or industry from practicing professionals	CWPpractice	1	Never	25	9	2,710	12	<b>2.8</b>	2.8	.07
		2	Sometimes	83	30	6,976	29			
		3	Often	87	31	7,107	29			
		4	Very often	87	30	6,987	29			
		Total		282	100	23,780	100			
<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	CWPcourse (Means indicate the percentage who responded "Done or in progress.")		Have not decided	32	12	3,275	15	<b>26%</b>	24%	.05
			Do not plan to do	120	42	10,490	43			
			Plan to do	56	20	4,028	18			
			Done or in progress	71	26	5,873	24			
		Total		279	100	23,666	100			
b. Complete a career profile or self-assessment to identify occupations that match your strengths and interests	CWPprofile (Means indicate the percentage who responded "Done or in progress.")		Have not decided	30	11	2,833	13	<b>30%</b>	30%	-.01
			Do not plan to do	92	33	8,152	34			
			Plan to do	72	26	5,186	23			
			Done or in progress	82	30	7,451	30			
		Total		276	100	23,622	100			
c. Attend a talk, panel discussion, or workshop about careers	CWPtalk (Means indicate the percentage who responded "Done or in progress.")		Have not decided	26	9	3,205	15	<b>39%</b>	27% ***	.26
			Do not plan to do	75	27	8,710	37			
			Plan to do	72	26	4,951	22			
			Done or in progress	106	39	6,765	27			
		Total		279	100	23,631	100			
d. Discuss your career interests with a faculty member	CWPfaculty (Means indicate the percentage who responded "Done or in progress.")		Have not decided	19	6	2,472	12	<b>52%</b>	42% ***	.21
			Do not plan to do	42	15	5,138	23			
			Plan to do	73	26	5,418	24			
			Done or in progress	145	52	10,619	42			
		Total		279	100	23,647	100			
e. Interview or shadow someone in a career that you are considering	CWPinterview (Means indicate the percentage who responded "Done or in progress.")		Have not decided	36	12	2,952	13	<b>39%</b>	34%	.11
			Do not plan to do	49	18	5,881	25			
			Plan to do	85	31	6,350	28			
			Done or in progress	109	39	8,447	34			
		Total		279	100	23,630	100			
f. Participate in a major- or career-related co-curricular activity (student organization, professional or honor society, etc.)	CWPmajor (Means indicate the percentage who responded "Done or in progress.")		Have not decided	33	12	3,291	15	<b>40%</b>	31% **	.19
			Do not plan to do	80	29	8,528	37			
			Plan to do	54	20	3,986	18			
			Done or in progress	110	40	7,790	31			
		Total		277	100	23,595	100			
g. Use resources and information (database or other digital tools, videos, guides, books, etc.) from career services	CWPresources (Means indicate the percentage who responded "Done or in progress.")		Have not decided	34	12	3,024	13	<b>37%</b>	30% *	.15
			Do not plan to do	66	24	6,994	29			
			Plan to do	73	27	6,128	27			
			Done or in progress	102	37	7,399	30			
		Total		275	100	23,545	100			
h. Meet with career services staff to explore your interests and future plans	CWPstaff (Means indicate the percentage who responded "Done or in progress.")		Have not decided	37	13	3,586	16	<b>27%</b>	22% *	.12
			Do not plan to do	83	30	8,963	38			
			Plan to do	84	31	5,625	25			
			Done or in progress	72	27	5,375	22			
		Total		276	100	23,549	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>		
				USF_CA		Career Prep		USF_CA	Career Prep	Effect size <sup>d</sup>
				Count	%	Count	%	Mean	Mean	
i. Get help with your résumé	CWPresume  (Means indicate the percentage who responded "Done or in progress.")		Have not decided	25	8	1,966	9	<b>41%</b>	41%	.00
			Do not plan to do	39	14	5,074	23			
			Plan to do	103	37	6,316	28			
			Done or in progress	111	41	10,241	41			
			Total	278	100	23,597	100			
j. Participate in a mock or practice interview	CWPmock  (Means indicate the percentage who responded "Done or in progress.")		Have not decided	39	13	3,146	14	<b>23%</b>	26%	-.08
			Do not plan to do	81	28	8,194	35			
			Plan to do	99	36	5,741	25			
			Done or in progress	59	23	6,507	26			
			Total	278	100	23,588	100			
k. Participate in a career fair	CWPcareerfair  (Means indicate the percentage who responded "Done or in progress.")		Have not decided	47	16	3,298	15	<b>28%</b>	27%	.03
			Do not plan to do	86	30	8,412	35			
			Plan to do	67	25	5,152	23			
			Done or in progress	75	28	6,727	27			
			Total	275	100	23,589	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	42	15	3,709	16	<b>31%</b>	25% *	.13
			Do not plan to do	33	12	5,125	22			
			Plan to do	117	41	8,297	36			
			Done or in progress	84	31	6,414	25			
			Total	276	100	23,545	100			
<b>6. If you are currently working for pay, to what extent is this work related to your career plans?</b>										
	CWPworkpay							<b>2.4</b>	2.4	.04
	0	Not at all	24	9	3,622	15				
	1	Very little	28	11	2,268	9				
	2	Some	55	20	3,696	16				
	3	Quite a bit	51	19	3,049	13				
	4	Very much	58	22	6,172	28				
	—	Not working for pay	53	19	4,676	20				
		Total	269	100	23,483	100				

### 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 31 first-year students and 42 seniors. Responses are provided in your NSSE22 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 <sup>f</sup>		Standard deviation <sup>g</sup>		DF <sup>h</sup>	Sig. <sup>i</sup>	Effect size <sup>d</sup>
		USF_CA	Career Prep	USF_CA	Career Prep	USF_CA	Career Prep			
CWPidea	334	2.50	2.74	.062	.007	1.12	1.08	26,902	.000	-.23
CWPclarify	332	2.26	2.45	.058	.007	1.06	1.10	26,659	.002	-.18
CWPrelevant	332	2.80	2.87	.053	.006	0.97	0.99	26,730	.193	-.07
CWPquestions	330	2.53	2.72	.059	.007	1.08	1.10	26,638	.002	-.17
CWPdescribe	331	2.52	2.72	.058	.006	1.05	1.01	26,633	.000	-.20
CWPfeedback	329	2.15	2.44	.066	.007	1.21	1.19	26,565	.000	-.25
CWPinterest	325	2.97	3.12	.054	.006	0.97	0.94	26,210	.004	-.16
CWPfit	321	2.91	3.02	.050	.006	0.90	0.90	26,158	.038	-.12
CWPfamily	322	2.54	2.55	.062	.007	1.11	1.15	26,005	.853	-.01
CWPhighschool	311	1.83	1.89	.073	.009	1.28	1.36	319	.401	-.05
CWPadvisor	307	1.99	2.03	.072	.008	1.26	1.26	25,386	.558	-.03
CWPcoach	280	1.63	1.64	.078	.009	1.31	1.37	287	.996	.00
CWPocurr	280	1.75	1.63	.079	.009	1.33	1.40	287	.160	.08
CWPintern	229	1.80	1.61	.088	.010	1.33	1.44	235	.032	.13
CWPwork	254	1.80	1.99	.086	.010	1.37	1.43	22,386	.035	-.13
CWPfairs	270	1.64	1.55	.077	.009	1.26	1.34	277	.221	.07
CWPjobs	296	2.17	2.23	.074	.008	1.27	1.28	24,430	.419	-.05
CWPsalary	310	2.50	2.43	.068	.008	1.19	1.23	25,169	.308	.06
CWP habits	324	2.98	3.08	.049	.006	0.88	0.92	26,053	.060	-.11
CWPnetwork	320	2.24	2.28	.063	.007	1.13	1.17	25,242	.621	-.03
CWPcommunicate	322	2.52	2.73	.058	.006	1.05	1.04	25,741	.000	-.20
CWPtech	319	2.48	2.70	.057	.007	1.01	1.06	25,620	.000	-.21
CWPdiverse	323	3.26	3.25	.048	.006	0.86	0.90	25,840	.828	.01
CWPethics	322	2.95	2.94	.051	.006	0.92	1.00	331	.841	.01
CWPanalyze	321	2.80	2.76	.051	.006	0.91	0.91	26,072	.524	.04
CWPresearch	320	2.26	2.39	.060	.006	1.06	1.02	26,046	.028	-.12
CWPpractice	321	2.37	2.43	.056	.006	1.00	1.01	26,086	.255	-.06

## 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>
		USF_CA	Career Prep	USF_CA	Career Prep	USF_CA	Career Prep			
CWPcourse <sup>k</sup>	321	10%	12%	.017	.002	--	--	--	.168	-.08
CWPprofile <sup>k</sup>	332	15%	19%	.020	.002	--	--	--	.046	-.12
CWPtalk <sup>k</sup>	280	15%	14%	.020	.002	--	--	--	.376	.05
CWPfaculty <sup>k</sup>	280	24%	26%	.024	.003	--	--	--	.405	-.05
CWPinterview <sup>k</sup>	322	9%	12%	.016	.002	--	--	--	.058	-.11
CWPmajor <sup>k</sup>	331	17%	14%	.021	.002	--	--	--	.174	.07
CWPresources <sup>k</sup>	323	15%	15%	.020	.002	--	--	--	.985	.00
CWPstaff <sup>k</sup>	322	11%	11%	.018	.002	--	--	--	.713	.02
CWPresume <sup>k</sup>	270	27%	20%	.025	.003	--	--	--	.002	.17
CWPmock <sup>k</sup>	322	10%	12%	.017	.002	--	--	--	.359	-.05
CWPcareerfair <sup>k</sup>	307	16%	14%	.021	.002	--	--	--	.153	.08
CWPalumni <sup>k</sup>	329	9%	9%	.016	.002	--	--	--	.935	.00
CWPworkpay	133	1.51	1.57	.113	.012	1.30	1.46	134	.630	-.04



### 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>
		USF_CA	Career Prep	USF_CA	Career Prep	USF_CA	Career Prep			
CWPidea	282	2.92	3.00	.060	.006	1.01	1.05	27,887	.211	-.07
CWPclarify	279	2.66	2.68	.065	.007	1.09	1.16	27,686	.731	-.02
CWPrelevant	282	3.13	3.11	.055	.006	0.92	0.96	27,782	.724	.02
CWPquestions	281	2.80	2.81	.064	.007	1.07	1.16	27,691	.867	-.01
CWPdescribe	282	3.07	3.06	.054	.006	0.90	0.96	27,720	.826	.01
CWPfeedback	281	2.59	2.58	.071	.008	1.20	1.27	287	.877	.01
CWPinterest	276	3.19	3.25	.058	.006	0.96	0.91	27,337	.266	-.07
CWPfit	276	3.19	3.22	.054	.005	0.89	0.85	27,320	.642	-.03
CWPfamily	275	2.71	2.53	.066	.007	1.09	1.20	281	.009	.15
CWPhighschool	259	1.76	1.59	.090	.009	1.44	1.44	23,759	.066	.11
CWPadvisor	267	2.25	2.16	.080	.008	1.31	1.32	25,871	.276	.07
CWPcoach	250	1.71	1.55	.091	.010	1.44	1.45	22,373	.076	.11
CWPocurr	249	1.92	1.56	.087	.010	1.38	1.47	255	.000	.25
CWPintern	247	2.67	2.27	.084	.010	1.33	1.51	253	.000	.26
CWPwork	253	2.66	2.66	.078	.008	1.23	1.33	25,124	.973	.00
CWPfairs	240	1.64	1.57	.093	.010	1.44	1.41	22,006	.450	.05
CWPjobs	271	2.37	2.40	.082	.008	1.34	1.30	25,612	.706	-.02
CWPsalary	274	2.57	2.47	.077	.008	1.28	1.26	26,247	.180	.08
CWP habits	276	3.35	3.41	.051	.005	0.85	0.80	27,134	.221	-.07
CWPnetwork	275	2.54	2.49	.069	.008	1.15	1.22	26,387	.505	.04
CWPcommunicate	276	3.00	3.05	.054	.006	0.90	0.95	282	.345	-.05
CWPtech	275	3.02	3.03	.058	.006	0.96	0.98	26,799	.860	-.01
CWPdiverse	275	3.44	3.42	.047	.005	0.79	0.80	26,974	.620	.03
CWPethics	275	3.19	3.20	.053	.006	0.89	0.90	26,890	.855	-.01
CWPanalyze	278	3.26	3.14	.048	.005	0.80	0.86	27,270	.013	.15
CWPresearch	278	2.72	2.67	.060	.006	1.01	1.04	27,230	.426	.05
CWPpractice	278	2.83	2.76	.058	.006	0.96	1.00	27,241	.239	.07

### 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>
		USF_CA	Career Prep	USF_CA	Career Prep	USF_CA	Career Prep			
CWPcourse <sup>k</sup>	278	26%	24%	.027	.003	--	--	--	.406	.05
CWPprofile <sup>k</sup>	279	30%	30%	.028	.003	--	--	--	.896	-.01
CWPtalk <sup>k</sup>	250	39%	27%	.029	.003	--	--	--	.000	.26
CWPfaculty <sup>k</sup>	249	52%	42%	.030	.003	--	--	--	.000	.21
CWPinterview <sup>k</sup>	276	39%	34%	.029	.003	--	--	--	.054	.11
CWPmajor <sup>k</sup>	282	40%	31%	.030	.003	--	--	--	.001	.19
CWPresources <sup>k</sup>	275	37%	30%	.029	.003	--	--	--	.015	.15
CWPstaff <sup>k</sup>	275	27%	22%	.027	.003	--	--	--	.041	.12
CWPresume <sup>k</sup>	240	41%	41%	.030	.003	--	--	--	.968	.00
CWPmock <sup>k</sup>	275	23%	26%	.025	.003	--	--	--	.214	-.08
CWPcareerfair <sup>k</sup>	267	28%	27%	.027	.003	--	--	--	.659	.03
CWPalumni <sup>k</sup>	281	31%	25%	.028	.003	--	--	--	.027	.13
CWPworkpay	214	2.41	2.36	.090	.010	1.31	1.51	219	.551	.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.