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# **NSSE 2021 Topical Module Report**

## **Career & Workforce Preparation**

Humboldt State 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>		
				Humboldt State		Module		Humboldt State	Module	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	1	1	245	3	<b>2.6</b>	2.9 *	-0.25 ▽
		1	Very little	11	14	644	7			
		2	Some	18	26	2,096	23			
		3	Quite a bit	26	38	2,975	32			
		4	Very much	16	21	3,235	36			
			Total	72	100	9,195	100			
b. Your experience at this institution has helped clarify your career plans	CWP01b	0	Not at all	3	3	437	5	<b>2.6</b>	2.5	.03
		1	Very little	7	10	918	10			
		2	Some	25	35	2,949	32			
		3	Quite a bit	22	30	2,743	29			
		4	Very much	15	22	2,092	23			
			Total	72	100	9,139	100			
c. What you are learning at this institution is relevant to your career plans	CWP01c	0	Not at all	0	0	169	2	<b>3.0</b>	3.0	-0.01
		1	Very little	4	5	391	4			
		2	Some	18	25	2,052	22			
		3	Quite a bit	25	34	3,167	33			
		4	Very much	25	35	3,392	38			
			Total	72	100	9,171	100			
d. You know where to go with questions about your career plans or further education	CWP01d	0	Not at all	2	2	289	4	<b>2.9</b>	2.8	.04
		1	Very little	4	5	720	9			
		2	Some	18	27	2,113	23			
		3	Quite a bit	25	36	2,799	29			
		4	Very much	23	30	3,247	35			
			Total	72	100	9,168	100			
e. You can describe the knowledge, skills, and experiences that are necessary for your career plans	CWP01e	0	Not at all	2	2	199	2	<b>2.5</b>	2.8 *	-0.30 ▽
		1	Very little	11	13	573	6			
		2	Some	20	31	2,386	26			
		3	Quite a bit	25	37	3,263	34			
		4	Very much	14	17	2,732	31			
			Total	72	100	9,153	100			
f. You have received supportive feedback from faculty or other advisors about your career plans	CWP01f	0	Not at all	5	6	560	7	<b>2.6</b>	2.6	.03
		1	Very little	5	8	1,013	12			
		2	Some	21	33	2,344	26			
		3	Quite a bit	21	29	2,698	27			
		4	Very much	20	25	2,540	28			
			Total	72	100	9,155	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	0	0	99	1	<b>3.3</b>	3.2	.19
		1	Very little	2	2	300	4			
		2	Some	9	12	1,517	18			
		3	Quite a bit	25	35	3,088	33			
		4	Very much	35	49	4,020	43			
		—	Not applicable	1	1	124	2			
			Total	72	100	9,148	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>		
				Humboldt State		Module		Humboldt State	Module	Effect size <sup>d</sup>
				Count	%	Count	%	Mean	Mean	
b. Fit for your skills and abilities	CWP02b	0	Not at all	1	1	76	1	<b>3.0</b>	3.1	-.08
		1	Very little	6	7	255	3			
		2	Some	12	18	1,818	21			
		3	Quite a bit	24	34	3,469	36			
		4	Very much	25	37	3,396	38			
		—	Not applicable	3	4	127	1			
Total				71	100	9,141	100			
c. Advice from family or friends	CWP02c	0	Not at all	5	8	576	7	<b>2.0</b>	2.5 ***	-0.40
		1	Very little	21	26	1,057	12			
		2	Some	22	33	2,508	28			
		3	Quite a bit	12	17	2,528	26			
		4	Very much	11	14	2,271	24			
		—	Not applicable	1	1	209	3			
Total				72	100	9,149	100			
d. Advice from a high school teacher or counselor	CWP02d	0	Not at all	20	25	1,783	21	<b>1.6</b>	1.9	-.19
		1	Very little	17	25	1,536	16			
		2	Some	16	24	2,083	22			
		3	Quite a bit	7	11	1,504	15			
		4	Very much	10	12	1,409	15			
		—	Not applicable	2	3	833	11			
Total				72	100	9,148	100			
e. Interactions with a faculty member or advisor	CWP02e	0	Not at all	8	11	1,209	15	<b>2.1</b>	2.0	.06
		1	Very little	15	21	1,486	16			
		2	Some	20	27	2,633	28			
		3	Quite a bit	15	22	1,915	20			
		4	Very much	12	16	1,433	15			
		—	Not applicable	2	3	464	6			
Total				72	100	9,140	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	19	25	2,206	25	<b>1.6</b>	1.5	.05
		1	Very little	11	15	1,340	13			
		2	Some	19	29	1,616	17			
		3	Quite a bit	6	8	1,072	10			
		4	Very much	7	10	833	8			
		—	Not applicable	10	14	2,066	26			
Total				72	100	9,133	100			
g. Internship, co-op, field experience, student teaching, or clinical placement	CWP02g	0	Not at all	20	27	2,000	23	<b>1.5</b>	1.6	-.08
		1	Very little	8	11	943	10			
		2	Some	11	14	1,373	14			
		3	Quite a bit	8	13	1,048	11			
		4	Very much	6	8	877	10			
		—	Not applicable	19	26	2,880	33			
Total				72	100	9,121	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>		
				Humboldt State		Module		Humboldt State	Module	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	22	31	1,461	16	<b>1.5</b>	2.2 ***	-0.48
		1	Very little	6	8	948	10			
		2	Some	10	13	1,783	19			
		3	Quite a bit	4	7	1,587	17			
		4	Very much	9	14	1,940	22			
		—	Not applicable	21	27	1,405	16			
Total				72	100	9,124	100			
i. Career fairs, workshops, or course-based exploration of career options	CWP02i	0	Not at all	18	23	2,138	24	<b>1.4</b>	1.5	-0.06
		1	Very little	13	18	1,330	14			
		2	Some	15	21	1,899	20			
		3	Quite a bit	6	10	1,011	10			
		4	Very much	5	6	717	8			
		—	Not applicable	15	23	2,022	23			
Total				72	100	9,117	100			
j. Expected availability of jobs in the field	CWP02j	0	Not at all	7	8	1,064	12	<b>2.1</b>	2.3	-0.16
		1	Very little	17	22	942	10			
		2	Some	22	32	2,429	26			
		3	Quite a bit	8	13	2,201	24			
		4	Very much	12	17	1,744	19			
		—	Not applicable	6	9	727	9			
Total				72	100	9,107	100			
k. Potential salary or earnings	CWP02k	0	Not at all	8	11	841	9	<b>2.0</b>	2.5 **	-0.38
		1	Very little	17	22	1,012	10			
		2	Some	19	27	2,411	26			
		3	Quite a bit	12	17	2,358	25			
		4	Very much	10	13	2,061	24			
		—	Not applicable	6	9	443	6			
Total				72	100	9,126	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	1	92	1	<b>3.0</b>	3.2	-0.21
		1	Very little	0	0	294	3			
		2	Some	21	29	1,575	17			
		3	Quite a bit	29	40	3,183	34			
		4	Very much	19	28	3,897	43			
		—	Not applicable	1	1	65	1			
Total				71	100	9,106	100			
b. Network with alumni or professionals to make potential career connections	CWP03b	0	Not at all	3	4	576	7	<b>2.3</b>	2.3	.00
		1	Very little	12	17	1,368	15			
		2	Some	27	36	2,870	31			
		3	Quite a bit	15	22	2,117	23			
		4	Very much	13	19	1,787	20			
		—	Not applicable	2	2	371	4			
Total				72	100	9,089	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>		
				Humboldt State		Module		Humboldt State	Module	Effect size <sup>d</sup>
				Count	%	Count	%	Mean	Mean	
c. Communicate your knowledge, skills, and experiences to potential employers	CWP03c	0	Not at all	3	4	217	3	2.5	2.8 **	-.31
		1	Very little	11	14	637	7			
		2	Some	19	27	2,375	26			
		3	Quite a bit	25	34	3,080	33			
		4	Very much	13	19	2,642	30			
		—	Not applicable	1	1	145	2			
Total				72	100	9,096	100			
d. Use career-specific technology (devices, programs, or tools used by those in the field)	CWP03d	0	Not at all	5	7	257	3	2.5	2.8 **	-.32
		1	Very little	8	11	648	7			
		2	Some	21	30	2,327	25			
		3	Quite a bit	18	27	2,904	31			
		4	Very much	17	22	2,734	32			
		—	Not applicable	3	3	209	2			
Total				72	100	9,079	100			
e. Work effectively with people of other backgrounds (economic, racial/ethnic, political, religious, nationality, etc.)	CWP03e	0	Not at all	0	0	105	2	3.5	3.3 *	.21
		1	Very little	0	0	206	2			
		2	Some	5	6	1,049	11			
		3	Quite a bit	24	35	2,740	29			
		4	Very much	42	58	4,867	55			
		—	Not applicable	1	1	114	2			
Total				72	100	9,081	100			
f. Address ethical issues you might face in your career	CWP03f	0	Not at all	0	0	169	2	3.2	3.1	.09
		1	Very little	3	5	369	4			
		2	Some	13	18	1,783	19			
		3	Quite a bit	22	31	3,003	32			
		4	Very much	32	44	3,589	41			
		—	Not applicable	2	2	172	2			
Total				72	100	9,085	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	8	11	739	9	2.8	2.8	-.01
		2	Sometimes	18	23	2,554	28			
		3	Often	27	40	3,298	35			
		4	Very often	19	26	2,478	28			
		Total				72	100			
b. Researched a career interest, a potential employer, or the job market	CWP04b	1	Never	18	25	2,306	27	2.4	2.3	.09
		2	Sometimes	20	26	2,690	29			
		3	Often	21	29	2,369	25			
		4	Very often	13	20	1,692	19			
		Total				72	100			
c. Learned about a career or industry from practicing professionals	CWP04c	1	Never	17	24	2,019	24	2.5	2.4	.10
		2	Sometimes	16	21	2,851	31			
		3	Often	26	36	2,497	26			
		4	Very often	13	19	1,692	18			
		Total				72	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>		
				Humboldt State		Module		Humboldt State	Module	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>1</sup></b>										
a. Take a career exploration, planning, or development course	CWP05a		Have not decided	22	29	2,507	28	<b>8%</b>	10%	-.06
			Do not plan to do	10	14	1,428	17			
			Plan to do	34	49	4,217	45			
			Done or in progress	6	8	898	10			
			Total	72	100	9,050	100			
	(Means indicate the percentage who responded "Done or in progress.")									
b. Complete a career profile or self-assessment to identify occupations that match your strengths and interests	CWP05b		Have not decided	18	24	1,800	21	<b>17%</b>	17%	.02
			Do not plan to do	7	9	1,265	15			
			Plan to do	35	49	4,336	47			
			Done or in progress	12	17	1,637	17			
			Total	72	100	9,038	100			
	(Means indicate the percentage who responded "Done or in progress.")									
c. Attend a talk, panel discussion, or workshop about careers	CWP05c		Have not decided	15	21	2,251	25	<b>24%</b>	11% ***	.37
			Do not plan to do	7	9	1,446	17			
			Plan to do	32	46	4,278	46			
			Done or in progress	18	24	1,065	11			
			Total	72	100	9,040	100			
	(Means indicate the percentage who responded "Done or in progress.")									
d. Discuss your career interests with a faculty member	CWP05d		Have not decided	9	13	1,291	15	<b>35%</b>	26%	.21
			Do not plan to do	1	1	641	8			
			Plan to do	36	51	4,564	50			
			Done or in progress	26	35	2,542	26			
			Total	72	100	9,038	100			
	(Means indicate the percentage who responded "Done or in progress.")									
e. Interview or shadow someone in a career that you are considering	CWP05e		Have not decided	20	27	1,565	19	<b>6%</b>	12%	-.18
			Do not plan to do	2	2	733	10			
			Plan to do	46	65	5,646	59			
			Done or in progress	4	6	1,096	12			
			Total	72	100	9,040	100			
	(Means indicate the percentage who responded "Done or in progress.")									
f. Participate in a major- or career-related co-curricular activity (student organization, professional or honor society, etc.)	CWP05f		Have not decided	26	33	2,530	29	<b>9%</b>	10%	-.02
			Do not plan to do	4	6	1,352	17			
			Plan to do	34	52	4,162	44			
			Done or in progress	7	9	987	10			
			Total	71	100	9,031	100			
	(Means indicate the percentage who responded "Done or in progress.")									
g. Use resources and information (database or other digital tools, videos, guides, books, etc.) from career services	CWP05g		Have not decided	20	26	2,087	23	<b>23%</b>	13% *	.26
			Do not plan to do	4	6	822	10			
			Plan to do	31	44	4,869	53			
			Done or in progress	16	23	1,248	14			
			Total	71	100	9,026	100			
	(Means indicate the percentage who responded "Done or in progress.")									
h. Meet with career services staff to explore your interests and future plans	CWP05h		Have not decided	20	28	2,034	23	<b>13%</b>	9%	.13
			Do not plan to do	1	1	1,004	13			
			Plan to do	43	58	5,118	56			
			Done or in progress	8	13	865	9			
			Total	72	100	9,021	100			
	(Means indicate the percentage who responded "Done or in progress.")									
i. Get help with your résumé	CWP05i		Have not decided	10	15	1,214	14	<b>18%</b>	14%	.09
			Do not plan to do	1	1	848	11			
			Plan to do	48	66	5,563	60			
			Done or in progress	12	18	1,412	14			
			Total	71	100	9,037	100			
	(Means indicate the percentage who responded "Done or in progress.")									

## 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>		
				Humboldt State		Module		Humboldt State	Module	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	21	30	2,155	25	<b>10%</b>	9%	.03
			Do not plan to do	9	12	1,286	16			
			Plan to do	35	49	4,725	50			
			Done or in progress	7	10	861	9			
			Total	72	100	9,027	100			
k. Participate in a career fair	CWP05k  (Means indicate the percentage who responded "Done or in progress.")		Have not decided	29	39	2,398	27	<b>12%</b>	9%	.11
			Do not plan to do	7	11	1,477	18			
			Plan to do	25	38	4,355	46			
			Done or in progress	9	12	810	9			
			Total	70	100	9,040	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	24	32	2,315	27	<b>5%</b>	7%	-.08
			Do not plan to do	1	2	763	9			
			Plan to do	44	61	5,272	57			
			Done or in progress	3	5	650	7			
			Total	72	100	9,000	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	15	22	1,748	19	<b>1.1</b>	1.9 **	-.50
		1	Very little	7	10	849	9			
		2	Some	7	10	1,003	11			
		3	Quite a bit	1	1	601	7			
		4	Very much	3	4	1,337	17			
		—	Not working for pay	37	51	3,454	36			
			Total	70	100	8,992	100			
<b>7. Is there anything this institution could do better to help students develop their career plans or gain work-related skills? Please describe.</b>										

This final question asked students to respond in an open text box. Comments were recorded for 10 first-year students and 46 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>		
				Humboldt State		Module		Humboldt State	Module	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	12	7	301	2	<b>2.6</b>	3.1 *** ▼	-.43
		1	Very little	15	9	624	4			
		2	Some	47	26	2,336	17			
		3	Quite a bit	57	33	3,699	29			
		4	Very much	43	25	5,333	47			
			Total	174	100	12,293	100			
b. Your experience at this institution has helped clarify your career plans	CWP01b	0	Not at all	13	8	700	6	<b>2.5</b>	2.7 * ▼	-.16
		1	Very little	22	14	1,052	9			
		2	Some	42	24	3,155	25			
		3	Quite a bit	56	31	3,690	30			
		4	Very much	40	23	3,624	30			
			Total	173	100	12,221	100			
c. What you are learning at this institution is relevant to your career plans	CWP01c	0	Not at all	7	4	177	1	<b>3.0</b>	3.2 ** ▼	-.20
		1	Very little	11	7	403	3			
		2	Some	26	16	2,058	16			
		3	Quite a bit	58	33	3,919	30			
		4	Very much	70	40	5,705	49			
			Total	172	100	12,262	100			
d. You know where to go with questions about your career plans or further education	CWP01d	0	Not at all	10	6	471	4	<b>2.6</b>	2.9 ** ▼	-.22
		1	Very little	23	14	863	7			
		2	Some	33	18	2,571	20			
		3	Quite a bit	59	34	3,601	29			
		4	Very much	48	27	4,719	40			
			Total	173	100	12,225	100			
e. You can describe the knowledge, skills, and experiences that are necessary for your career plans	CWP01e	0	Not at all	6	3	195	2	<b>2.9</b>	3.1 * ▼	-.19
		1	Very little	9	6	419	3			
		2	Some	31	17	2,109	16			
		3	Quite a bit	71	42	4,406	35			
		4	Very much	55	31	5,094	44			
			Total	172	100	12,223	100			
f. You have received supportive feedback from faculty or other advisors about your career plans	CWP01f	0	Not at all	12	8	893	8	<b>2.5</b>	2.6	-.08
		1	Very little	23	14	1,239	10			
		2	Some	34	20	2,641	21			
		3	Quite a bit	62	36	3,333	26			
		4	Very much	40	23	4,111	35			
			Total	171	100	12,217	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	4	2	139	1	<b>3.3</b>	3.2	.11
		1	Very little	6	4	300	2			
		2	Some	12	7	1,690	14			
		3	Quite a bit	48	28	4,039	33			
		4	Very much	97	56	5,919	49			
		—	Not applicable	3	2	128	1			
			Total	170	100	12,215	100			

## Seniors

Item wording or description	Variable name	Values <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				Humboldt State		Module		Humboldt State	Module	Effect size <sup>d</sup>
				Count	%	Count	%	Mean	Mean	
b. Fit for your skills and abilities	CWP02b	0	Not at all	4	2	98	1	<b>3.2</b>	3.2	-.02
		1	Very little	5	3	225	2			
		2	Some	17	10	1,753	14			
		3	Quite a bit	66	39	4,540	36			
		4	Very much	73	43	5,460	46			
		—	Not applicable	6	4	127	1			
Total				171	100	12,203	100			
c. Advice from family or friends	CWP02c	0	Not at all	33	19	901	8	<b>1.8</b>	2.4 ***	-.51
		1	Very little	34	20	1,530	13			
		2	Some	55	32	3,497	29			
		3	Quite a bit	24	14	3,036	23			
		4	Very much	20	12	2,878	23			
		—	Not applicable	4	2	368	4			
Total				170	100	12,210	100			
d. Advice from a high school teacher or counselor	CWP02d	0	Not at all	69	41	3,528	30	<b>1.1</b>	1.5 ***	-.28
		1	Very little	36	21	2,073	16			
		2	Some	28	16	2,047	15			
		3	Quite a bit	14	8	1,205	9			
		4	Very much	9	5	1,409	11			
		—	Not applicable	15	9	1,945	19			
Total				171	100	12,207	100			
e. Interactions with a faculty member or advisor	CWP02e	0	Not at all	25	16	1,556	15	<b>2.0</b>	2.2	-.10
		1	Very little	26	15	1,648	14			
		2	Some	44	27	3,200	26			
		3	Quite a bit	52	29	2,749	21			
		4	Very much	19	11	2,323	18			
		—	Not applicable	5	3	723	7			
Total				171	100	12,199	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	53	31	3,281	29	<b>1.2</b>	1.4 *	-.19
		1	Very little	36	22	1,499	11			
		2	Some	21	13	1,786	12			
		3	Quite a bit	17	10	1,284	8			
		4	Very much	7	4	1,206	9			
		—	Not applicable	36	20	3,130	31			
Total				170	100	12,186	100			
g. Internship, co-op, field experience, student teaching, or clinical placement	CWP02g	0	Not at all	31	19	2,044	19	<b>2.0</b>	2.1	-.09
		1	Very little	15	9	868	7			
		2	Some	38	22	1,728	13			
		3	Quite a bit	37	22	2,157	15			
		4	Very much	20	12	2,501	17			
		—	Not applicable	30	17	2,879	27			
Total				171	100	12,177	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>		
				Humboldt State		Module		Humboldt State	Module	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	22	13	1,084	2.3	2.7 **	-.25	
		1	Very little	21	12	902				
		2	Some	24	15	2,241				
		3	Quite a bit	47	27	2,898				
		4	Very much	33	20	3,993				
		—	Not applicable	22	12	1,058				
Total				169	100	12,176	100			
i. Career fairs, workshops, or course-based exploration of career options	CWP02i	0	Not at all	49	29	3,117	1.2	1.5 ***	-.24	
		1	Very little	40	24	1,772				
		2	Some	33	19	2,262				
		3	Quite a bit	15	8	1,318				
		4	Very much	4	2	1,126				
		—	Not applicable	30	17	2,576				
Total				171	100	12,171	100			
j. Expected availability of jobs in the field	CWP02j	0	Not at all	21	12	1,249	2.0	2.4 ***	-.31	
		1	Very little	25	14	1,106				
		2	Some	59	34	3,160				
		3	Quite a bit	38	22	3,038				
		4	Very much	15	9	2,782				
		—	Not applicable	13	8	829				
Total				171	100	12,164	100			
k. Potential salary or earnings	CWP02k	0	Not at all	31	18	1,085	1.8	2.5 ***	-.55	
		1	Very little	31	18	1,282				
		2	Some	59	35	3,222				
		3	Quite a bit	24	14	3,152				
		4	Very much	16	10	2,909				
		—	Not applicable	10	5	539				
Total				171	100	12,189	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	3	2	67	3.3	3.4 *	-.18	
		1	Very little	2	1	188				
		2	Some	20	12	1,160				
		3	Quite a bit	57	34	3,529				
		4	Very much	85	49	7,125				
		—	Not applicable	3	2	95				
Total				170	100	12,164	100			
b. Network with alumni or professionals to make potential career connections	CWP03b	0	Not at all	14	9	809	2.1	2.5 ***	-.30	
		1	Very little	37	22	1,490				
		2	Some	58	35	3,486				
		3	Quite a bit	34	20	2,834				
		4	Very much	25	14	3,056				
		—	Not applicable	2	1	479				
Total				170	100	12,154	100			

## Seniors

Item wording or description	Variable name	Values <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				Humboldt State		Module		Humboldt State	Module	Effect size <sup>d</sup>
				Count	%	Count	%	Mean	Mean	
c. Communicate your knowledge, skills, and experiences to potential employers	CWP03c	0	Not at all	4	3	166	1	<b>2.9</b>	3.1 *	-0.21
		1	Very little	12	7	463	4			
		2	Some	42	25	2,356	18			
		3	Quite a bit	53	31	4,221	34			
		4	Very much	56	33	4,799	41			
		—	Not applicable	3	2	140	1			
Total				170	100	12,145	100			
d. Use career-specific technology (devices, programs, or tools used by those in the field)	CWP03d	0	Not at all	5	3	187	1	<b>2.8</b>	3.1 **	-0.23
		1	Very little	16	10	483	4			
		2	Some	32	19	2,459	19			
		3	Quite a bit	57	34	4,045	32			
		4	Very much	55	32	4,799	42			
		—	Not applicable	4	2	183	2			
Total				169	100	12,156	100			
e. Work effectively with people of other backgrounds (economic, racial/ethnic, political, religious, nationality, etc.)	CWP03e	0	Not at all	3	2	76	1	<b>3.5</b>	3.5	-0.03
		1	Very little	4	2	155	1			
		2	Some	8	5	1,042	8			
		3	Quite a bit	49	29	3,483	27			
		4	Very much	101	59	7,237	62			
		—	Not applicable	4	2	135	1			
Total				169	100	12,128	100			
f. Address ethical issues you might face in your career	CWP03f	0	Not at all	3	2	129	1	<b>3.3</b>	3.3	.02
		1	Very little	3	2	280	2			
		2	Some	18	11	1,842	14			
		3	Quite a bit	59	34	3,928	31			
		4	Very much	82	48	5,785	51			
		—	Not applicable	4	2	175	2			
Total				169	100	12,139	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	11	7	364	3	<b>3.1</b>	3.2	-0.11
		2	Sometimes	28	17	2,201	18			
		3	Often	64	38	4,325	35			
		4	Very often	64	38	5,236	44			
		Total				167	100			
b. Researched a career interest, a potential employer, or the job market	CWP04b	1	Never	20	12	2,146	20	<b>2.5</b>	2.6	-0.06
		2	Sometimes	63	38	3,423	28			
		3	Often	55	32	3,314	26			
		4	Very often	29	17	3,234	26			
		Total				167	100			
c. Learned about a career or industry from practicing professionals	CWP04c	1	Never	20	13	1,638	16	<b>2.5</b>	2.7	-0.14
		2	Sometimes	65	39	3,511	29			
		3	Often	49	29	3,622	28			
		4	Very often	33	19	3,332	27			
		Total				167	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>		
				Humboldt State		Module		Humboldt State	Module	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	15	9	1,851	17	<b>27%</b>	20% *	.16 △
			Do not plan to do	84	51	5,493	46			
			Plan to do	23	14	2,128	18			
			Done or in progress	45	27	2,601	19			
			Total	167	100	12,073	100			
	<i>(Means indicate the percentage who responded "Done or in progress.")</i>									
b. Complete a career profile or self-assessment to identify occupations that match your strengths and interests	CWP05b		Have not decided	28	17	1,557	14	<b>23%</b>	26%	-.08
			Do not plan to do	63	38	4,335	38			
			Plan to do	36	22	2,715	23			
			Done or in progress	38	23	3,447	26			
			Total	165	100	12,054	100			
	<i>(Means indicate the percentage who responded "Done or in progress.")</i>									
c. Attend a talk, panel discussion, or workshop about careers	CWP05c		Have not decided	19	11	1,757	16	<b>32%</b>	24% *	.18 △
			Do not plan to do	60	36	4,589	41			
			Plan to do	34	21	2,592	22			
			Done or in progress	54	32	3,132	22			
			Total	167	100	12,070	100			
	<i>(Means indicate the percentage who responded "Done or in progress.")</i>									
d. Discuss your career interests with a faculty member	CWP05d		Have not decided	16	9	1,286	12	<b>46%</b>	39%	.13
			Do not plan to do	31	19	2,776	27			
			Plan to do	43	26	2,862	24			
			Done or in progress	77	46	5,136	38			
			Total	167	100	12,060	100			
	<i>(Means indicate the percentage who responded "Done or in progress.")</i>									
e. Interview or shadow someone in a career that you are considering	CWP05e		Have not decided	27	15	1,609	14	<b>20%</b>	28% *	-.18 ▽
			Do not plan to do	56	34	3,451	32			
			Plan to do	49	30	3,206	27			
			Done or in progress	34	20	3,796	27			
			Total	166	100	12,062	100			
	<i>(Means indicate the percentage who responded "Done or in progress.")</i>									
f. Participate in a major- or career-related co-curricular activity (student organization, professional or honor society, etc.)	CWP05f		Have not decided	25	15	1,835	16	<b>24%</b>	25%	-.02
			Do not plan to do	72	44	4,841	44			
			Plan to do	28	17	1,975	16			
			Done or in progress	40	24	3,395	23			
			Total	165	100	12,046	100			
	<i>(Means indicate the percentage who responded "Done or in progress.")</i>									
g. Use resources and information (database or other digital tools, videos, guides, books, etc.) from career services	CWP05g		Have not decided	19	12	1,672	14	<b>31%</b>	28%	.08
			Do not plan to do	45	26	3,507	30			
			Plan to do	51	31	3,305	29			
			Done or in progress	52	31	3,552	27			
			Total	167	100	12,036	100			
	<i>(Means indicate the percentage who responded "Done or in progress.")</i>									
h. Meet with career services staff to explore your interests and future plans	CWP05h		Have not decided	32	19	1,948	17	<b>17%</b>	19%	-.05
			Do not plan to do	55	34	4,631	41			
			Plan to do	50	30	2,938	25			
			Done or in progress	28	17	2,521	18			
			Total	165	100	12,038	100			
	<i>(Means indicate the percentage who responded "Done or in progress.")</i>									
i. Get help with your résumé	CWP05i		Have not decided	14	8	1,116	10	<b>45%</b>	35% **	.21 △
			Do not plan to do	25	15	2,866	28			
			Plan to do	51	31	3,409	29			
			Done or in progress	77	45	4,666	33			
			Total	167	100	12,057	100			
	<i>(Means indicate the percentage who responded "Done or in progress.")</i>									

## Seniors

Item wording or description	Variable name	Values <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				Humboldt State		Module		Humboldt State	Module	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	17	10	1,721	15	<b>36%</b>	23% *** ▲	.31
			Do not plan to do	49	30	4,349	40			
			Plan to do	39	23	2,982	25			
			Done or in progress	62	36	2,991	20			
			Total	167	100	12,043	100			
k. Participate in a career fair	CWP05k  <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	18	11	1,847	16	<b>28%</b>	22%	.14
			Do not plan to do	72	43	4,475	41			
			Plan to do	29	18	2,751	24			
			Done or in progress	46	28	2,970	20			
			Total	165	100	12,043	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	28	17	2,106	18	<b>18%</b>	21%	-.09
			Do not plan to do	38	23	2,842	26			
			Plan to do	72	43	4,249	36			
			Done or in progress	29	18	2,811	20			
			Total	167	100	12,008	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	35	21	1,724	13	<b>1.8</b>	2.4 *** ▼	-.40
		1	Very little	12	8	1,039	7			
		2	Some	25	16	1,635	12			
		3	Quite a bit	19	11	1,409	12			
		4	Very much	22	13	3,592	36			
		—	Not working for pay	51	31	2,629	20			
			Total	164	100	12,028	100			
<b>7. Is there anything this institution could do better to help students develop their career plans or gain work-related skills? Please describe.</b>										

This final question asked students to respond in an open text box. Comments were recorded for 10 first-year students and 46 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>
		Humboldt State	Module	Humboldt State	Module	Humboldt State	Module			
		Comparisons with:								
CWP01a	73	2.64	2.91	.118	.012	1.00	1.05	7,272	.033	-.25
CWP01b	73	2.56	2.53	.123	.013	1.05	1.11	7,231	.784	.03
CWP01c	73	2.99	2.99	.107	.012	0.91	0.98	7,247	.946	-.01
CWP01d	73	2.87	2.82	.115	.013	0.98	1.11	7,246	.711	.04
CWP01e	73	2.53	2.83	.117	.012	1.00	1.00	7,235	.011	-.30
CWP01f	73	2.59	2.56	.131	.014	1.12	1.22	7,238	.791	.03
CWP02a	72	3.33	3.16	.093	.011	0.78	0.91	7,118	.118	.19
CWP02b	69	3.01	3.08	.120	.011	0.99	0.88	7,110	.534	-.08
CWP02c	72	2.02	2.50	.137	.014	1.16	1.19	7,042	.001	-.40
CWP02d	70	1.59	1.85	.159	.017	1.33	1.39	6,472	.122	-.19
CWP02e	70	2.10	2.03	.149	.016	1.25	1.28	6,806	.643	.06
CWP02f	62	1.58	1.51	.166	.019	1.31	1.37	5,380	.693	.05
CWP02g	54	1.49	1.61	.194	.021	1.42	1.44	4,842	.547	-.08
CWP02h	53	1.53	2.22	.216	.019	1.57	1.44	6,046	.000	-.48
CWP02i	56	1.44	1.52	.167	.018	1.25	1.33	5,526	.632	-.06
CWP02j	66	2.11	2.31	.150	.016	1.23	1.28	6,580	.193	-.16
CWP02k	66	2.00	2.46	.151	.015	1.23	1.23	6,822	.002	-.38
CWP03a	71	2.96	3.15	.099	.011	0.83	0.91	7,123	.072	-.21
CWP03b	71	2.34	2.35	.132	.014	1.11	1.17	6,864	.967	.00
CWP03c	72	2.49	2.81	.129	.012	1.09	1.03	7,056	.008	-.31
CWP03d	70	2.49	2.83	.140	.013	1.17	1.06	6,995	.008	-.32
CWP03e	72	3.53	3.35	.072	.011	0.61	0.88	74	.014	.21
CWP03f	71	3.16	3.07	.108	.012	0.91	0.98	7,012	.430	.09
CWP04a	73	2.80	2.81	.112	.011	0.95	0.93	7,157	.959	-.01
CWP04b	73	2.44	2.35	.127	.013	1.08	1.06	7,145	.458	.09
CWP04c	73	2.49	2.39	.124	.012	1.06	1.04	7,149	.388	.10
CWP05a <sup>k</sup>	73	8%	10%	.032	.004	--	--	--	.606	-.06
CWP05b <sup>k</sup>	73	17%	17%	.045	.004	--	--	--	.889	.02
CWP05c <sup>k</sup>	73	24%	11%	.051	.004	--	--	--	.000	.37
CWP05d <sup>k</sup>	73	35%	26%	.056	.005	--	--	--	.067	.21
CWP05e <sup>k</sup>	73	6%	12%	.029	.004	--	--	--	.169	-.18
CWP05f <sup>k</sup>	73	9%	10%	.034	.004	--	--	--	.860	-.02
CWP05g <sup>k</sup>	72	23%	13%	.050	.004	--	--	--	.015	.26
CWP05h <sup>k</sup>	69	13%	9%	.039	.003	--	--	--	.249	.13
CWP05i <sup>k</sup>	72	18%	14%	.046	.004	--	--	--	.421	.09
CWP05j <sup>k</sup>	70	10%	9%	.035	.003	--	--	--	.788	.03
CWP05k <sup>k</sup>	70	12%	9%	.039	.003	--	--	--	.336	.11
CWP05l <sup>k</sup>	62	5%	7%	.026	.003	--	--	--	.542	-.08
CWP06	34	1.08	1.87	.219	.024	1.28	1.58	34	.001	-.50

### 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>
		Humboldt State	Module	Humboldt State	Module	Humboldt State	Module			
								Comparisons with:		
		Humboldt State	Module	Humboldt State	Module	Humboldt State	Module	Module		
CWP01a	173	2.61	3.06	.088	.010	1.16	1.03	177	.000	-.43
CWP01b	172	2.48	2.66	.092	.012	1.21	1.17	10,000	.037	-.16
CWP01c	171	2.98	3.17	.084	.009	1.10	0.94	10,034	.008	-.20
CWP01d	172	2.63	2.87	.091	.011	1.19	1.13	10,010	.004	-.22
CWP01e	171	2.92	3.10	.078	.010	1.02	0.94	10,004	.012	-.19
CWP01f	170	2.53	2.62	.092	.013	1.20	1.27	9,997	.324	-.08
CWP02a	166	3.35	3.25	.074	.009	0.95	0.89	9,885	.146	.11
CWP02b	163	3.22	3.23	.071	.009	0.91	0.84	9,868	.832	-.02
CWP02c	165	1.80	2.42	.099	.013	1.27	1.23	9,673	.000	-.51
CWP02d	155	1.07	1.48	.098	.016	1.22	1.43	162	.000	-.28
CWP02e	165	2.04	2.17	.097	.014	1.24	1.32	9,352	.225	-.10
CWP02f	135	1.17	1.44	.105	.017	1.22	1.43	141	.011	-.19
CWP02g	141	1.98	2.11	.115	.018	1.36	1.51	147	.263	-.09
CWP02h	147	2.35	2.68	.112	.014	1.36	1.31	9,023	.002	-.25
CWP02i	141	1.16	1.50	.093	.016	1.10	1.38	149	.000	-.24
CWP02j	157	2.03	2.43	.092	.013	1.15	1.28	163	.000	-.31
CWP02k	160	1.80	2.48	.096	.013	1.22	1.24	9,510	.000	-.55
CWP03a	166	3.29	3.44	.068	.008	0.87	0.78	9,869	.019	-.18
CWP03b	167	2.10	2.47	.089	.013	1.16	1.22	172	.000	-.30
CWP03c	166	2.87	3.07	.081	.010	1.05	0.95	170	.016	-.21
CWP03d	164	2.84	3.06	.085	.010	1.09	0.96	167	.009	-.23
CWP03e	164	3.45	3.47	.067	.008	0.85	0.77	9,795	.738	-.03
CWP03f	164	3.28	3.25	.070	.009	0.90	0.89	9,774	.753	.02
CWP04a	165	3.07	3.17	.070	.009	0.91	0.85	9,912	.147	-.11
CWP04b	165	2.54	2.61	.071	.011	0.92	1.07	172	.372	-.06
CWP04c	165	2.54	2.69	.073	.010	0.94	1.02	9,893	.070	-.14
CWP05a <sup>k</sup>	173	27%	20%	.035	.004	--	--	--	.037	.16
CWP05b <sup>k</sup>	172	23%	26%	.033	.004	--	--	--	.298	-.08
CWP05c <sup>k</sup>	171	32%	24%	.036	.004	--	--	--	.016	.18
CWP05d <sup>k</sup>	172	46%	39%	.039	.005	--	--	--	.083	.13
CWP05e <sup>k</sup>	171	20%	28%	.032	.005	--	--	--	.031	-.18
CWP05f <sup>k</sup>	170	24%	25%	.034	.004	--	--	--	.757	-.02
CWP05g <sup>k</sup>	166	31%	28%	.036	.005	--	--	--	.302	.08
CWP05h <sup>k</sup>	163	17%	19%	.029	.004	--	--	--	.540	-.05
CWP05i <sup>k</sup>	165	45%	35%	.039	.005	--	--	--	.006	.21
CWP05j <sup>k</sup>	155	36%	23%	.038	.004	--	--	--	.000	.31
CWP05k <sup>k</sup>	165	28%	22%	.035	.004	--	--	--	.073	.14
CWP05l <sup>k</sup>	135	18%	21%	.030	.004	--	--	--	.292	-.09
CWP06	112	1.82	2.43	.141	.018	1.50	1.53	7,689	.000	-.40

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.