
NSSE 2022 Topical Module Report

Career & Workforce Preparation

Boise State University

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

Comparison group details are in the 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.

First-Year Students

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				Boise State		Career/Workforce ePrep		Boise State	Career/Workforce ePrep	
				Count	%	Count	%	Mean	Mean	Effect size ^d
1. To what extent do the following apply to you?										
a. You have a clear idea of your career plans	CWPidea	0	Not at all	16	4	289	4	2.8	2.7 *	.11 △
		1	Very little	33	7	775	10			
		2	Some	106	24	2,153	28			
		3	Quite a bit	166	37	2,601	32			
		4	Very much	127	28	2,152	26			
			Total	448	100	7,970	100			
b. Your experience at this institution has helped clarify your career plans	CWPclarify	0	Not at all	19	5	456	6	2.4	2.4	.00
		1	Very little	67	15	1,015	13			
		2	Some	153	34	2,730	34			
		3	Quite a bit	137	31	2,376	30			
		4	Very much	69	16	1,325	17			
			Total	445	100	7,902	100			
c. What you are learning at this institution is relevant to your career plans	CWPrelevant	0	Not at all	6	1	170	2	2.8	2.8	-.01
		1	Very little	35	8	488	6			
		2	Some	123	28	2,117	27			
		3	Quite a bit	156	36	2,921	37			
		4	Very much	127	27	2,219	27			
			Total	447	100	7,915	100			
d. You know where to go with questions about your career plans or further education	CWPquestions	0	Not at all	13	3	346	4	2.7	2.6	.08
		1	Very little	50	11	845	11			
		2	Some	118	28	2,094	27			
		3	Quite a bit	142	32	2,619	33			
		4	Very much	123	27	1,983	25			
			Total	446	100	7,887	100			
e. You can describe the knowledge, skills, and experiences that are necessary for your career plans	CWPdescribe	0	Not at all	5	1	217	3	2.7	2.6	.08
		1	Very little	46	11	728	10			
		2	Some	119	26	2,383	31			
		3	Quite a bit	181	41	2,842	35			
		4	Very much	96	21	1,710	21			
			Total	447	100	7,880	100			
f. You have received supportive feedback from faculty or other advisors about your career plans	CWPfeedback	0	Not at all	33	8	605	8	2.3	2.4	-.04
		1	Very little	82	18	1,112	14			
		2	Some	121	27	2,332	30			
		3	Quite a bit	132	30	2,342	29			
		4	Very much	79	17	1,479	19			
			Total	447	100	7,870	100			
2. To what extent have the following influenced your career plans?										
a. Interest or passion for the work	CWPinterest	0	Not at all	7	2	113	2	3.1	3.1	.08
		1	Very little	12	3	350	5			
		2	Some	70	16	1,405	18			
		3	Quite a bit	168	38	2,817	35			
		4	Very much	189	41	3,075	39			
		—	Not applicable	1	0	103	1			
			Total	447	100	7,863	100			

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

First-Year Students

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				Boise State		Career/Workforce Prep		Boise State	Career/Workforce Prep	Effect size ^d
				Count	%	Count	%	Mean	Mean	
b. Fit for your skills and abilities	CWPrfit	0	Not at all	4	1	71	1	3.0	3.0 *	.10 △
		1	Very little	9	2	323	5			
		2	Some	85	19	1,755	23			
		3	Quite a bit	206	47	3,111	39			
		4	Very much	140	31	2,493	31			
		—	Not applicable	1	0	101	1			
Total				445	100	7,854	100			
c. Advice from family or friends	CWPrfamily	0	Not at all	26	6	431	6	2.4	2.5	-.03
		1	Very little	64	15	931	13			
		2	Some	127	29	2,234	29			
		3	Quite a bit	129	29	2,368	29			
		4	Very much	98	21	1,755	21			
		—	Not applicable	2	0	139	2			
Total				446	100	7,858	100			
d. Advice from a high school teacher or counselor	CWPrhighschool	0	Not at all	90	20	1,544	20	1.8	1.8	-.01
		1	Very little	84	20	1,536	20			
		2	Some	104	23	1,897	25			
		3	Quite a bit	89	20	1,457	18			
		4	Very much	59	13	1,107	13			
		—	Not applicable	20	4	318	4			
Total				446	100	7,859	100			
e. Interactions with a faculty member or academic advisor	CWPradvisor	0	Not at all	85	19	1,136	15	1.8	2.0 **	-.13 ▽
		1	Very little	92	21	1,543	20			
		2	Some	124	28	2,234	28			
		3	Quite a bit	86	19	1,662	21			
		4	Very much	47	10	1,014	12			
		—	Not applicable	12	3	272	4			
Total				446	100	7,861	100			
f. Interactions with career coach or career advisor	CWPrcoach <i>(Comparison data are limited to NSSE 2022.)</i>	0	Not at all	132	30	1,943	25	1.4	1.6	-.10
		1	Very little	84	19	1,438	18			
		2	Some	86	19	1,544	19			
		3	Quite a bit	50	11	1,039	13			
		4	Very much	38	9	723	9			
		—	Not applicable	57	13	1,161	15			
Total				447	100	7,848	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	115	26	2,026	27	1.5	1.6	-.06
		1	Very little	84	19	1,159	14			
		2	Some	82	18	1,561	20			
		3	Quite a bit	58	13	1,126	14			
		4	Very much	35	8	760	9			
		—	Not applicable	73	16	1,216	16			
Total				447	100	7,848	100			

First-Year Students

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				Boise State		Career/Workforce Prep		Boise State	Career/Workforce Prep	Effect size ^d
				Count	%	Count	%	Mean	Mean	
h. Internship, co-op, field experience, student teaching, or clinical placement	CWPintern	0	Not at all	102	23	1,923	25	1.6	1.6	.04
		1	Very little	65	15	942	12			
		2	Some	62	14	1,183	15			
		3	Quite a bit	60	14	935	12			
		4	Very much	39	9	707	9			
		—	Not applicable	117	26	2,147	27			
Total				445	100	7,837	100			
i. Work experience (on- or off-campus job or prior employment)	CWPwork	0	Not at all	83	18	1,580	21	2.0	1.9	.05
		1	Very little	71	17	984	13			
		2	Some	93	21	1,677	21			
		3	Quite a bit	84	19	1,310	16			
		4	Very much	69	15	1,169	14			
		—	Not applicable	48	11	1,128	15			
Total				448	100	7,848	100			
j. Career fairs, workshops, or course-based exploration of career options	CWPfairs	0	Not at all	129	29	1,983	26	1.4	1.5	-.08
		1	Very little	79	18	1,304	16			
		2	Some	83	18	1,611	20			
		3	Quite a bit	52	11	953	12			
		4	Very much	28	6	584	7			
		—	Not applicable	77	18	1,396	19			
Total				448	100	7,831	100			
k. Expected availability of jobs in the field	CWPjobs	0	Not at all	63	14	970	13	2.2	2.2	.00
		1	Very little	52	11	984	13			
		2	Some	129	28	2,181	27			
		3	Quite a bit	118	28	1,928	24			
		4	Very much	66	15	1,291	16			
		—	Not applicable	20	4	471	7			
Total				448	100	7,825	100			
l. Potential salary or earnings	CWPsalary	0	Not at all	44	10	676	9	2.4	2.4	.01
		1	Very little	47	10	898	11			
		2	Some	120	27	2,177	28			
		3	Quite a bit	130	30	2,161	28			
		4	Very much	95	21	1,655	21			
		—	Not applicable	12	3	271	4			
Total				448	100	7,838	100			
3. How much confidence do you have in your ability to do the following?										
a. Demonstrate effective work habits (punctuality, working productively with others, time and workload management, etc.)	CWP habits	0	Not at all	2	0	81	1	3.3	3.1 ***	.22
		1	Very little	7	2	303	4			
		2	Some	63	14	1,492	20			
		3	Quite a bit	170	38	2,956	37			
		4	Very much	203	45	2,926	37			
		—	Not applicable	2	0	46	1			
Total				447	100	7,804	100		△	

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

First-Year Students

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				Boise State		Career/Workforce Prep		Boise State	Career/Workforce Prep	Effect size ^d
				Count	%	Count	%	Mean	Mean	
b. Network with alumni or professionals to make potential career connections	CWPnetwork	0	Not at all	26	6	571	8	2.3	2.2 *	.11 △
		1	Very little	68	15	1,426	18			
		2	Some	154	35	2,567	33			
		3	Quite a bit	115	26	1,782	22			
		4	Very much	74	17	1,220	16			
		—	Not applicable	11	2	218	3			
Total				448	100	7,784	100			
c. Communicate your knowledge, skills, and experiences to potential employers	CWPcommunicate	0	Not at all	9	2	215	3	2.9	2.7 ***	.21 △
		1	Very little	18	4	646	9			
		2	Some	105	24	2,269	29			
		3	Quite a bit	187	42	2,658	33			
		4	Very much	125	28	1,898	24			
		—	Not applicable	3	1	103	1			
Total				447	100	7,789	100			
d. Use career-specific technology (devices, programs, or tools used by those in the field)	CWPtech	0	Not at all	9	2	243	3	2.8	2.7 **	.13 △
		1	Very little	32	7	729	9			
		2	Some	120	26	2,222	28			
		3	Quite a bit	160	36	2,564	33			
		4	Very much	122	28	1,881	25			
		—	Not applicable	5	1	136	2			
Total				448	100	7,775	100			
e. Work effectively with people of other backgrounds (economic, racial/ethnic, political, religious, nationality, etc.)	CWPdiverse	0	Not at all	5	1	88	1	3.4	3.2 ***	.18 △
		1	Very little	4	1	250	3			
		2	Some	40	9	1,065	14			
		3	Quite a bit	147	34	2,574	33			
		4	Very much	246	54	3,732	48			
		—	Not applicable	4	1	66	1			
Total				446	100	7,775	100			
f. Address ethical issues you might face in your career	CWPethics	0	Not at all	9	2	145	2	3.1	2.9 ***	.17 △
		1	Very little	12	3	440	6			
		2	Some	84	19	1,835	24			
		3	Quite a bit	160	36	2,731	35			
		4	Very much	175	38	2,515	32			
		—	Not applicable	7	2	96	1			
Total				447	100	7,762	100			
4. In your courses at this institution, about how often have you done the following?										
a. Analyzed a case, scenario, or simulation of a real-life situation	CWPanalyze	1	Never	34	8	691	9	2.7	2.7	-.01
		2	Sometimes	142	32	2,520	32			
		3	Often	184	41	2,893	37			
		4	Very often	87	19	1,640	22			
		Total				447	100			
b. Researched a career interest, a potential employer, or the job market	CWPresearch	1	Never	97	22	1,873	25	2.4	2.3	.06
		2	Sometimes	147	33	2,602	34			
		3	Often	132	30	2,071	26			
		4	Very often	69	15	1,190	15			
		Total				445	100			

First-Year Students

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				Boise State		Career/Workforce Prep		Boise State	Career/Workforce Prep	Effect size ^d
				Count	%	Count	%	Mean	Mean	
c. Learned about a career or industry from practicing professionals	CWPpractice	1	Never	105	24	1,668	22	2.3	2.4	-.03
		2	Sometimes	142	32	2,629	34			
		3	Often	141	31	2,234	29			
		4	Very often	59	13	1,211	15			
		Total		447	100	7,742	100			
5. Which of the following have you done or do you plan to do at this institution before you graduate (whether in person or online)?^j										
a. Take a career exploration, planning, or development course	CWPcourse (Means indicate the percentage who responded "Done or in progress.")		Have not decided	121	27	2,000	27	12%	12%	-.01
			Do not plan to do	84	20	1,528	19			
			Plan to do	188	41	3,232	42			
			Done or in progress	52	12	951	12			
		Total		445	100	7,711	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	88	20	1,484	20	19%	18%	.03
			Do not plan to do	75	18	1,258	16			
			Plan to do	197	44	3,516	46			
			Done or in progress	86	19	1,440	18			
		Total		446	100	7,698	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	108	25	1,809	24	10%	12%	-.08
			Do not plan to do	82	19	1,283	16			
			Plan to do	211	47	3,629	48			
			Done or in progress	44	10	978	12			
		Total		445	100	7,699	100			
d. Discuss your career interests with a faculty member	CWPfaculty (Means indicate the percentage who responded "Done or in progress.")		Have not decided	78	17	1,161	16	27%	24%	.06
			Do not plan to do	54	13	654	9			
			Plan to do	196	43	3,932	51			
			Done or in progress	117	27	1,954	24			
		Total		445	100	7,701	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	64	14	1,309	18	13%	11%	.05
			Do not plan to do	29	7	469	7			
			Plan to do	297	66	5,058	64			
			Done or in progress	55	13	873	11			
		Total		445	100	7,709	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	131	29	1,906	25	11%	13%	-.05
			Do not plan to do	70	17	852	12			
			Plan to do	194	43	3,871	50			
			Done or in progress	49	11	1,064	13			
		Total		444	100	7,693	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	112	25	1,848	24	14%	12%	.05
			Do not plan to do	47	11	861	11			
			Plan to do	223	50	4,001	53			
			Done or in progress	62	14	976	12			
		Total		444	100	7,686	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	116	26	1,798	24	9%	9%	.00
			Do not plan to do	62	15	974	13			
			Plan to do	224	49	4,184	54			
			Done or in progress	42	9	728	9			
		Total		444	100	7,684	100			

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

First-Year Students

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				Boise State		Career/Workforce Prep		Boise State	Career/Workforce Prep	Effect size ^d
				Count	%	Count	%	Mean	Mean	
i. Get help with your résumé	CWPresume (Means indicate the percentage who responded "Done or in progress.")		Have not decided	74	17	1,066	14	18%	19%	-.02
			Do not plan to do	59	14	675	9			
			Plan to do	230	51	4,455	58			
			Done or in progress	79	18	1,501	19			
			Total	442	100	7,697	100			
j. Participate in a mock or practice interview	CWPmock (Means indicate the percentage who responded "Done or in progress.")		Have not decided	114	26	1,821	24	9%	11%	-.09
			Do not plan to do	89	21	1,197	17			
			Plan to do	203	44	3,764	48			
			Done or in progress	39	9	910	11			
			Total	445	100	7,692	100			
k. Participate in a career fair	CWPcareerfair (Means indicate the percentage who responded "Done or in progress.")		Have not decided	109	24	1,889	26	12%	13%	-.04
			Do not plan to do	85	20	1,123	15			
			Plan to do	199	45	3,579	47			
			Done or in progress	51	12	1,092	13			
			Total	444	100	7,683	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	113	25	1,911	25	7%	8%	-.01
			Do not plan to do	50	12	710	10			
			Plan to do	247	56	4,453	57			
			Done or in progress	33	7	598	8			
			Total	443	100	7,672	100			
6. If you are currently working for pay, to what extent is this work related to your career plans?										
	CWPworkpay							1.4	1.4	-.05
	0	Not at all	110	24	1,724	22				
	1	Very little	56	12	932	12				
	2	Some	56	13	881	11				
	3	Quite a bit	32	7	540	7				
	4	Very much	27	7	576	8				
	—	Not working for pay	161	37	2,992	40				
		Total	442	100	7,645	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 80 first-year students and 229 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 ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				Boise State		Career/Workforce Prep		Boise State	Career/Workforce Prep	Effect size ^d
				Count	%	Count	%	Mean	Mean	
1. To what extent do the following apply to you?										
a. You have a clear idea of your career plans	CWPidea	0	Not at all	18	2	366	3	3.0	2.9	.04
		1	Very little	56	6	733	7			
		2	Some	194	22	2,403	21			
		3	Quite a bit	273	31	3,454	30			
		4	Very much	327	38	4,384	38			
			Total	868	100	11,340	100			
b. Your experience at this institution has helped clarify your career plans	CWPclarify	0	Not at all	58	7	650	6	2.5	2.6 ***	-0.12
		1	Very little	98	12	1,105	10			
		2	Some	253	29	2,953	26			
		3	Quite a bit	268	31	3,456	31			
		4	Very much	188	22	3,103	27			
			Total	865	100	11,267	100			
c. What you are learning at this institution is relevant to your career plans	CWPrelevant	0	Not at all	15	2	176	2	3.0	3.0	-0.04
		1	Very little	37	5	486	5			
		2	Some	186	22	2,272	20			
		3	Quite a bit	307	35	3,759	34			
		4	Very much	324	37	4,612	40			
			Total	869	100	11,305	100			
d. You know where to go with questions about your career plans or further education	CWPquestions	0	Not at all	40	5	568	5	2.7	2.7	-0.02
		1	Very little	96	11	1,031	10			
		2	Some	212	24	2,586	23			
		3	Quite a bit	250	29	3,429	30			
		4	Very much	271	31	3,666	32			
			Total	869	100	11,280	100			
e. You can describe the knowledge, skills, and experiences that are necessary for your career plans	CWPdescribe	0	Not at all	15	2	235	2	3.0	3.0	.05
		1	Very little	27	3	549	5			
		2	Some	184	21	2,236	21			
		3	Quite a bit	334	38	4,156	37			
		4	Very much	306	35	4,106	35			
			Total	866	100	11,282	100			
f. You have received supportive feedback from faculty or other advisors about your career plans	CWPfeedback	0	Not at all	78	9	935	9	2.5	2.5	-0.02
		1	Very little	100	12	1,288	12			
		2	Some	219	25	2,698	24			
		3	Quite a bit	241	28	3,095	27			
		4	Very much	229	26	3,252	28			
			Total	867	100	11,268	100			
2. To what extent have the following influenced your career plans?										
a. Interest or passion for the work	CWPinterest	0	Not at all	7	1	190	2	3.2	3.2	.03
		1	Very little	20	2	359	3			
		2	Some	131	15	1,628	15			
		3	Quite a bit	310	36	3,699	33			
		4	Very much	391	45	5,263	46			
		—	Not applicable	8	1	112	1			
			Total	867	100	11,251	100			

NSSE 2022 Career & Workforce Preparation

Frequencies and Statistical Comparisons

Boise State University

Seniors

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				Boise State		Career/Workforce Prep		Boise State	Career/Workforce Prep	Effect size ^d
				Count	%	Count	%	Mean	Mean	
b. Fit for your skills and abilities	CWPFit	0	Not at all	4	0	117	1	3.2	3.2	.02
		1	Very little	16	2	292	3			
		2	Some	135	15	1,820	16			
		3	Quite a bit	372	43	4,238	38			
		4	Very much	330	38	4,664	41			
		—	Not applicable	10	1	109	1			
Total				867	100	11,240	100			
c. Advice from family or friends	CWPFamily	0	Not at all	67	8	803	8	2.3	2.5 **	-.11
		1	Very little	129	15	1,375	12			
		2	Some	260	31	3,234	29			
		3	Quite a bit	236	27	2,857	25			
		4	Very much	157	18	2,736	24			
		—	Not applicable	17	2	234	2			
Total				866	100	11,239	100			
d. Advice from a high school teacher or counselor	CWPhighschool	0	Not at all	301	35	3,363	30	1.2	1.5 ***	-.21
		1	Very little	149	17	1,999	18			
		2	Some	151	17	1,929	17			
		3	Quite a bit	89	10	1,334	12			
		4	Very much	54	6	1,428	12			
		—	Not applicable	121	14	1,181	10			
Total				865	100	11,234	100			
e. Interactions with a faculty member or academic advisor	CWPadvisor	0	Not at all	145	17	1,545	14	1.9	2.1 ***	-.19
		1	Very little	164	19	1,773	16			
		2	Some	242	28	2,944	26			
		3	Quite a bit	191	22	2,444	21			
		4	Very much	86	10	2,099	18			
		—	Not applicable	37	4	433	4			
Total				865	100	11,238	100			
f. Interactions with career coach or career advisor	CWPcoach <i>(Comparison data are limited to NSSE 2022.)</i>	0	Not at all	309	36	3,337	30	1.1	1.5 ***	-.24
		1	Very little	140	16	1,724	16			
		2	Some	131	15	1,728	16			
		3	Quite a bit	76	9	1,245	11			
		4	Very much	44	5	1,264	11			
		—	Not applicable	165	19	1,934	17			
Total				865	100	11,232	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	291	34	3,235	30	1.2	1.5 ***	-.21
		1	Very little	108	12	1,348	12			
		2	Some	134	15	1,765	16			
		3	Quite a bit	89	10	1,355	12			
		4	Very much	45	5	1,214	11			
		—	Not applicable	197	23	2,300	20			
Total				864	100	11,217	100			

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

Seniors

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				Boise State		Career/Workforce Prep		Boise State	Career/Workforce Prep	Effect size ^d
				Count	%	Count	%	Mean	Mean	
h. Internship, co-op, field experience, student teaching, or clinical placement	CWPintern	0	Not at all	151	19	1,882	18	2.2	2.2	-.05
		1	Very little	72	8	826	7			
		2	Some	130	15	1,732	15			
		3	Quite a bit	178	19	2,097	18			
		4	Very much	187	20	2,624	23			
		—	Not applicable	147	18	2,037	19			
Total				865	100	11,198	100			
i. Work experience (on- or off-campus job or prior employment)	CWPwork	0	Not at all	80	9	1,101	11	2.7	2.6	.06
		1	Very little	66	7	908	8			
		2	Some	172	20	2,150	19			
		3	Quite a bit	214	25	2,640	23			
		4	Very much	281	33	3,623	32			
		—	Not applicable	51	6	774	7			
Total				864	100	11,196	100			
j. Career fairs, workshops, or course-based exploration of career options	CWPfairs	0	Not at all	282	34	3,053	27	1.3	1.6 ***	-0.22
		1	Very little	124	14	1,608	14			
		2	Some	171	19	2,119	19			
		3	Quite a bit	81	9	1,325	12			
		4	Very much	48	6	1,206	11			
		—	Not applicable	157	19	1,894	16			
Total				863	100	11,205	100			
k. Expected availability of jobs in the field	CWPjobs	0	Not at all	115	14	1,225	11	2.3	2.4 *	-0.09
		1	Very little	89	10	1,082	10			
		2	Some	223	26	3,012	27			
		3	Quite a bit	229	26	2,830	25			
		4	Very much	160	19	2,485	22			
		—	Not applicable	48	6	563	5			
Total				864	100	11,197	100			
l. Potential salary or earnings	CWPsalary	0	Not at all	87	10	957	9	2.5	2.5	-.02
		1	Very little	99	11	1,213	11			
		2	Some	209	24	2,998	27			
		3	Quite a bit	227	26	2,923	26			
		4	Very much	216	25	2,756	25			
		—	Not applicable	23	3	361	3			
Total				861	100	11,208	100			
3. How much confidence do you have in your ability to do the following?										
a. Demonstrate effective work habits (punctuality, working productively with others, time and workload management, etc.)	CWP habits	0	Not at all	3	0	85	1	3.5	3.4 ***	.13
		1	Very little	13	2	200	2			
		2	Some	71	8	1,233	11			
		3	Quite a bit	254	30	3,467	31			
		4	Very much	511	59	6,104	54			
		—	Not applicable	6	1	68	1			
Total				858	100	11,157	100			

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

Seniors

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				Boise State		Career/Workforce Prep		Boise State	Career/Workforce Prep	Effect size ^d
				Count	%	Count	%	Mean	Mean	
b. Network with alumni or professionals to make potential career connections	CWPnetwork	0	Not at all	61	8	795	7	2.4	2.4	-.06
		1	Very little	126	15	1,579	15			
		2	Some	275	32	3,194	29			
		3	Quite a bit	193	22	2,627	24			
		4	Very much	178	21	2,689	23			
		—	Not applicable	23	3	284	2			
Total				856	100	11,168	100			
c. Communicate your knowledge, skills, and experiences to potential employers	CWPcommunicate	0	Not at all	10	1	154	2	3.0	3.0 *	.07
		1	Very little	23	3	543	5			
		2	Some	184	21	2,430	22			
		3	Quite a bit	332	39	3,881	35			
		4	Very much	300	35	4,038	35			
		—	Not applicable	7	1	111	1			
Total				856	100	11,157	100			
d. Use career-specific technology (devices, programs, or tools used by those in the field)	CWPtech	0	Not at all	7	1	207	2	3.1	3.0 **	.09
		1	Very little	35	4	570	5			
		2	Some	175	20	2,406	22			
		3	Quite a bit	317	37	3,766	34			
		4	Very much	312	37	4,019	36			
		—	Not applicable	9	1	169	1			
Total				855	100	11,137	100			
e. Work effectively with people of other backgrounds (economic, racial/ethnic, political, religious, nationality, etc.)	CWPdiverse	0	Not at all	3	0	94	1	3.5	3.4 ***	.10
		1	Very little	8	1	186	2			
		2	Some	73	8	1,141	11			
		3	Quite a bit	263	31	3,375	30			
		4	Very much	506	59	6,246	55			
		—	Not applicable	4	1	108	1			
Total				857	100	11,150	100			
f. Address ethical issues you might face in your career	CWPethics	0	Not at all	8	1	138	1	3.2	3.1	.06
		1	Very little	20	2	384	4			
		2	Some	136	15	1,919	17			
		3	Quite a bit	317	37	3,759	34			
		4	Very much	364	43	4,799	43			
		—	Not applicable	9	1	139	1			
Total				854	100	11,138	100			
4. In your courses at this institution, about how often have you done the following?										
a. Analyzed a case, scenario, or simulation of a real-life situation	CWPanalyze	1	Never	28	3	427	4	3.1	3.1	.05
		2	Sometimes	165	20	2,350	22			
		3	Often	321	37	3,832	35			
		4	Very often	343	40	4,514	39			
		Total				857	100			
b. Researched a career interest, a potential employer, or the job market	CWPresearch	1	Never	123	15	1,648	15	2.6	2.7	-.07
		2	Sometimes	296	35	3,344	30			
		3	Often	233	27	3,060	27			
		4	Very often	202	23	3,058	27			
		Total				854	100			

Seniors

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				Boise State		Career/Workforce Prep		Boise State	Career/Workforce Prep	Effect size ^d
				Count	%	Count	%	Mean	Mean	
c. Learned about a career or industry from practicing professionals	CWPpractice	1	Never	92	11	1,202	11	2.7	2.7	-.06
		2	Sometimes	299	36	3,322	31			
		3	Often	243	28	3,364	30			
		4	Very often	222	25	3,227	28			
		Total		856	100	11,115	100			
5. Which of the following have you done or do you plan to do at this institution before you graduate (whether in person or online)?^l										
a. Take a career exploration, planning, or development course	CWPcourse (Means indicate the percentage who responded "Done or in progress.")		Have not decided	98	12	1,469	13	25%	25%	.00
			Do not plan to do	438	52	4,789	43			
			Plan to do	96	12	2,020	19			
			Done or in progress	222	25	2,795	25			
		Total		854	100	11,073	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	84	10	1,264	12	32%	31%	.02
			Do not plan to do	357	43	3,799	34			
			Plan to do	128	15	2,541	23			
			Done or in progress	283	32	3,455	31			
		Total		852	100	11,059	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	103	12	1,410	13	26%	28%	-.05
			Do not plan to do	379	46	3,995	35			
			Plan to do	137	16	2,524	24			
			Done or in progress	236	26	3,126	28			
		Total		855	100	11,055	100			
d. Discuss your career interests with a faculty member	CWPfaculty (Means indicate the percentage who responded "Done or in progress.")		Have not decided	79	9	1,071	10	42%	43%	-.02
			Do not plan to do	239	30	2,327	21			
			Plan to do	156	19	2,783	26			
			Done or in progress	380	42	4,885	43			
		Total		854	100	11,066	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	92	11	1,362	12	36%	34%	.05
			Do not plan to do	229	29	2,662	24			
			Plan to do	204	24	3,187	30			
			Done or in progress	326	36	3,854	34			
		Total		851	100	11,065	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	97	11	1,500	14	24%	31% ***	-.14 ▽
			Do not plan to do	430	52	3,981	36			
			Plan to do	102	13	2,061	19			
			Done or in progress	221	24	3,506	31			
		Total		850	100	11,048	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	106	13	1,433	13	24%	30% ***	-.13 ▽
			Do not plan to do	344	41	3,305	30			
			Plan to do	186	22	2,976	28			
			Done or in progress	212	24	3,314	30			
		Total		848	100	11,028	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	124	14	1,621	15	18%	21% **	-.10 ▽
			Do not plan to do	407	48	4,200	37			
			Plan to do	166	20	2,854	27			
			Done or in progress	156	18	2,357	21			
		Total		853	100	11,032	100			

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

Seniors

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				Boise State		Career/Workforce Prep		Boise State	Career/Workforce Prep	Effect size ^d
				Count	%	Count	%	Mean	Mean	
i. Get help with your résumé	CWPresume (Means indicate the percentage who responded "Done or in progress.")		Have not decided	69	8	882	8	41%	42%	-.03
			Do not plan to do	226	28	2,322	21			
			Plan to do	197	23	3,141	29			
			Done or in progress	361	41	4,702	42			
			Total	853	100	11,047	100			
j. Participate in a mock or practice interview	CWPmock (Means indicate the percentage who responded "Done or in progress.")		Have not decided	109	13	1,413	13	24%	28% *	-0.08 ▽
			Do not plan to do	335	41	3,597	32			
			Plan to do	191	22	2,892	27			
			Done or in progress	216	24	3,145	28			
			Total	851	100	11,047	100			
k. Participate in a career fair	CWPcareerfair (Means indicate the percentage who responded "Done or in progress.")		Have not decided	117	13	1,477	13	29%	30%	-.02
			Do not plan to do	324	39	3,687	32			
			Plan to do	160	19	2,658	25			
			Done or in progress	248	29	3,218	30			
			Total	849	100	11,040	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	146	17	1,687	15	23%	26% *	-0.08 ▽
			Do not plan to do	219	27	2,338	21			
			Plan to do	283	33	4,066	37			
			Done or in progress	205	23	2,920	26			
			Total	853	100	11,011	100			
6. If you are currently working for pay, to what extent is this work related to your career plans?										
	CWPworkpay		0 Not at all	139	16	1,736	16	2.4	2.3 *	.09 △
			1 Very little	94	11	1,066	10			
			2 Some	117	14	1,757	16			
			3 Quite a bit	118	14	1,471	13			
			4 Very much	257	32	2,823	25			
			— Not working for pay	121	14	2,146	20			
			Total	846	100	10,999	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 80 first-year students and 229 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 ^f		Standard deviation ^g		DF ^h	Sig. ⁱ	Effect size ^d
		Boise State	Career/Workforce Prep	Boise State	Career/Workforce Prep	Boise State	Career/Workforce Prep			
CWPidea	448	2.79	2.67	.049	.012	1.05	1.08	499	.020	.11
CWPclarify	445	2.38	2.38	.050	.012	1.06	1.09	8,878	.928	.00
CWPrelevant	447	2.80	2.81	.046	.011	0.98	0.98	8,896	.820	-.01
CWPquestions	446	2.70	2.62	.050	.012	1.07	1.10	8,867	.112	.08
CWPdescribe	447	2.70	2.63	.045	.011	0.96	1.01	500	.093	.08
CWPfeedback	447	2.30	2.35	.055	.013	1.17	1.18	8,841	.394	-.04
CWPinterest	446	3.13	3.06	.044	.011	0.92	0.96	8,724	.118	.08
CWPfit	444	3.05	2.96	.039	.010	0.82	0.91	503	.033	.10
CWPfamily	444	2.45	2.49	.055	.013	1.15	1.14	8,661	.511	-.03
CWPhighschool	427	1.84	1.85	.064	.015	1.33	1.33	8,449	.913	-.01
CWPadvisor	434	1.80	1.96	.061	.014	1.26	1.25	8,502	.009	-.13
CWPcoach	390	1.43	1.57	.067	.016	1.33	1.34	7,531	.053	-.10
CWPocurr	374	1.50	1.58	.068	.016	1.32	1.37	7,417	.257	-.06
CWPintern	328	1.60	1.55	.077	.018	1.39	1.42	6,399	.533	.04
CWPwork	399	1.96	1.89	.069	.017	1.38	1.41	7,507	.374	.05
CWPfairs	369	1.38	1.49	.067	.016	1.29	1.31	7,173	.127	-.08
CWPjobs	428	2.19	2.19	.061	.014	1.26	1.27	8,227	.983	.00
CWPsalary	436	2.44	2.43	.059	.013	1.22	1.20	8,461	.901	.01
CWP habits	444	3.25	3.05	.038	.010	0.81	0.92	8,717	.000	.22
CWPnetwork	437	2.34	2.21	.053	.013	1.11	1.15	8,504	.021	.11
CWPcommunicate	443	2.89	2.68	.044	.011	0.93	1.04	504	.000	.21
CWPtech	443	2.81	2.67	.047	.012	0.99	1.06	498	.004	.13
CWPdiverse	442	3.39	3.23	.038	.010	0.80	0.90	503	.000	.18
CWPethics	439	3.07	2.91	.045	.011	0.95	0.99	491	.000	.17
CWPanalyze	447	2.71	2.71	.041	.010	0.87	0.90	8,709	.905	-.01
CWPresearch	445	2.38	2.31	.047	.011	0.99	1.01	8,689	.189	.06
CWPpractice	447	2.34	2.37	.046	.011	0.98	0.99	8,698	.475	-.03

First-Year Students

Variable name	N	Mean		Standard error ^f		Standard deviation ^g		DF ^h	Sig. ⁱ	Effect size ^d
		Boise State	Career/Workforce Prep	Boise State	Career/Workforce Prep	Boise State	Career/Workforce Prep			
CWPcourse ^k	447	12%	12%	.015	.004	--	--	--	.885	-.01
CWPprofile ^k	445	19%	18%	.019	.004	--	--	--	.489	.03
CWPtalk ^k	390	10%	12%	.014	.004	--	--	--	.102	-.08
CWPfaculty ^k	374	27%	24%	.021	.005	--	--	--	.214	.06
CWPinterview ^k	443	13%	11%	.016	.003	--	--	--	.253	.05
CWPmajor ^k	447	11%	13%	.015	.004	--	--	--	.304	-.05
CWPresources ^k	442	14%	12%	.016	.004	--	--	--	.328	.05
CWPstaff ^k	439	9%	9%	.014	.003	--	--	--	.987	.00
CWPresume ^k	369	18%	19%	.018	.004	--	--	--	.618	-.02
CWPmock ^k	444	9%	11%	.013	.004	--	--	--	.069	-.09
CWPcareerfair ^k	434	12%	13%	.015	.004	--	--	--	.437	-.04
CWPalumni ^k	447	7%	8%	.013	.003	--	--	--	.786	-.01
CWPworkpay	280	1.37	1.44	.081	.020	1.36	1.40	5,170	.386	-.05

Seniors

Variable name	N	Mean		Standard error ^f		Standard deviation ^g		DF ^h	Sig. ⁱ	Effect size ^d
		Boise State	Career/Workforce Prep	Boise State	Career/Workforce Prep	Boise State	Career/Workforce Prep			
CWPidea	868	2.98	2.93	.035	.009	1.02	1.08	979	.196	.04
CWPclarify	865	2.49	2.63	.039	.009	1.16	1.16	16,241	.001	-.12
CWPrelevant	869	3.01	3.05	.033	.008	0.96	0.97	16,305	.276	-.04
CWPquestions	869	2.71	2.73	.039	.009	1.16	1.16	16,256	.633	-.02
CWPdescribe	866	3.03	2.97	.031	.008	0.92	0.99	980	.096	.05
CWPfeedback	867	2.51	2.53	.043	.010	1.25	1.26	16,239	.544	-.02
CWPinterest	859	3.23	3.20	.029	.008	0.85	0.93	979	.305	.03
CWPfit	856	3.18	3.16	.027	.007	0.80	0.87	974	.559	.02
CWPfamily	848	2.33	2.47	.040	.010	1.17	1.20	15,856	.001	-.11
CWPhighschool	740	1.24	1.53	.047	.012	1.29	1.42	839	.000	-.21
CWPadvisor	827	1.88	2.13	.043	.011	1.25	1.31	932	.000	-.19
CWPcoach	702	1.15	1.49	.048	.013	1.27	1.42	801	.000	-.24
CWPocurr	662	1.21	1.52	.051	.013	1.32	1.44	750	.000	-.21
CWPintern	712	2.17	2.25	.056	.013	1.49	1.50	13,134	.167	-.05
CWPwork	813	2.69	2.61	.045	.011	1.29	1.33	915	.082	.06
CWPfairs	703	1.26	1.57	.049	.012	1.29	1.40	795	.000	-.22
CWPjobs	813	2.28	2.39	.045	.011	1.29	1.27	15,347	.018	-.09
CWPsalary	838	2.47	2.49	.044	.010	1.27	1.23	15,668	.659	-.02
CWP habits	853	3.47	3.37	.025	.007	0.74	0.82	973	.000	.13
CWPnetwork	833	2.35	2.42	.042	.010	1.20	1.22	15,696	.121	-.06
CWPcommunicate	850	3.04	2.98	.031	.008	0.89	0.97	965	.044	.07
CWPtech	847	3.07	2.98	.031	.008	0.91	0.99	963	.008	.09
CWPdiverse	854	3.47	3.39	.025	.007	0.73	0.82	979	.001	.10
CWPethics	844	3.20	3.14	.030	.008	0.86	0.93	956	.063	.06
CWPanalyze	858	3.13	3.09	.029	.007	0.84	0.87	16,027	.149	.05
CWPresearch	855	2.59	2.66	.034	.008	1.00	1.03	16,004	.056	-.07
CWPpractice	858	2.68	2.74	.033	.008	0.97	0.98	16,012	.082	-.06

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

Seniors

Variable name	N	Mean		Standard error ^f		Standard deviation ^g		DF ^h	Sig. ⁱ	Effect size ^d
		Boise State	Career/Workforce Prep	Boise State	Career/Workforce Prep	Boise State	Career/Workforce Prep			
CWPcourse ^k	858	25%	25%	.015	.004	--	--	--	.979	.00
CWPprofile ^k	865	32%	31%	.016	.004	--	--	--	.572	.02
CWPtalk ^k	702	26%	28%	.015	.004	--	--	--	.165	-.05
CWPfaculty ^k	662	42%	43%	.017	.004	--	--	--	.567	-.02
CWPinterview ^k	850	36%	34%	.016	.004	--	--	--	.156	.05
CWPmajor ^k	866	24%	31%	.015	.004	--	--	--	.000	-.14
CWPresources ^k	854	24%	30%	.015	.004	--	--	--	.000	-.13
CWPstaff ^k	844	18%	21%	.013	.003	--	--	--	.008	-.10
CWPresume ^k	703	41%	42%	.017	.004	--	--	--	.424	-.03
CWPmock ^k	848	24%	28%	.015	.004	--	--	--	.027	-.08
CWPcareerfair ^k	827	29%	30%	.016	.004	--	--	--	.502	-.02
CWPalumni ^k	867	23%	26%	.014	.004	--	--	--	.030	-.08
CWPworkpay	728	2.40	2.27	.057	.014	1.53	1.50	12,663	.026	.09

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.