
NSSE 2026 Topical Module Report

Career & Workforce Preparation

California State University, Sacramento

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

Comparison group details are in the Selected Comparison Groups report, available in PDF format in your report download folder.

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NSSE 2026 Career & Workforce Preparation

Frequencies and Statistical Comparisons

California State University, Sacramento

First-Year Students

				Frequency Distributions ^a				Statistical Comparisons ^b		
				Sacramento State		Career Prep		Sacramento State	Career Prep	
Item wording or description	Variable name	Values ^c	Response options	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	13	3	1,256	2	2.8	2.8	-.05
		1	Very little	32	9	4,044	7			
		2	Some	86	24	13,587	25			
		3	Quite a bit	123	33	18,398	34			
		4	Very much	120	31	15,655	31			
			Total	374	100	52,940	100			
b. What you are learning at this institution is relevant to your career plans	CWPrelevant	0	Not at all	5	2	549	1	3.0	3.1	-.06
		1	Very little	14	4	1,910	4			
		2	Some	80	22	10,947	20			
		3	Quite a bit	137	36	20,283	38			
		4	Very much	136	37	19,169	38			
			Total	372	100	52,858	100			
c. You know where to go with questions about your career plans or further education	CWPquestions	0	Not at all	11	3	1,366	3	2.9	2.8	.04
		1	Very little	30	8	4,336	8			
		2	Some	86	23	13,566	25			
		3	Quite a bit	124	34	18,156	34			
		4	Very much	123	33	15,368	30			
			Total	374	100	52,792	100			
d. You can describe the knowledge, skills, and experiences that are necessary for your career plans	CWPdescribe	0	Not at all	5	2	733	1	2.8	2.9	-.11
		1	Very little	31	8	2,938	6			
		2	Some	106	29	14,058	26			
		3	Quite a bit	131	34	20,848	39			
		4	Very much	100	27	14,173	28			
			Total	373	100	52,750	100			
e. You have received supportive feedback from faculty or other advisors about your career plans	CWPfeedback	0	Not at all	23	6	4,180	8	2.5	2.5	.00
		1	Very little	57	15	6,447	12			
		2	Some	102	28	14,672	28			
		3	Quite a bit	110	30	15,846	29			
		4	Very much	82	22	11,546	23			
			Total	374	100	52,691	100			
f. You have a mentor in your area of interest who shares a similar background as you	CWPmentor	0	Not at all	100	27	10,484	21	1.8	2.0	-.09
		1	Very little	54	15	9,023	17			
		2	Some	81	22	12,954	24			
		3	Quite a bit	76	21	11,094	20			
		4	Very much	61	16	9,152	18			
			Total	372	100	52,707	100			
2. To what extent have the following influenced your career plans?										
a. Advice from family or friends	CWPfamily	0	Not at all	24	7	2,932	6	2.6	2.5	.07
		1	Very little	45	12	5,711	11			
		2	Some	91	24	14,993	28			
		3	Quite a bit	97	27	16,454	30			
		4	Very much	108	29	11,921	23			
		—	Not applicable	8	2	685	2			
	Total	373	100	52,696	100					

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California State University, Sacramento

First-Year Students

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				Sacramento State		Career Prep		Sacramento State	Career Prep	Effect size ^d
				Count	%	Count	%	Mean	Mean	
b. Interactions with a faculty member	CWPinterfac	0	Not at all	68	18	8,166	16	1.8	1.9	-.03
		1	Very little	68	18	10,435	20			
		2	Some	110	30	15,550	29			
		3	Quite a bit	59	16	10,016	18			
		4	Very much	40	11	5,750	11			
		—	Not applicable	26	7	2,766	6			
		Total		371	100	52,683	100			
c. Interactions with advisors, success coaches, and/or career services staff	CWPinteradv	0	Not at all	72	19	9,256	18	1.8	1.8	-.01
		1	Very little	79	21	10,762	20			
		2	Some	81	22	14,063	26			
		3	Quite a bit	71	19	9,207	17			
		4	Very much	39	11	5,641	11			
		—	Not applicable	28	8	3,704	7			
		Total		370	100	52,633	100			
d. Co-curricular activities (student organizations or clubs, campus publications, student government, fraternity or sorority, intercollegiate or intramural sports, etc.)	CWPcocc	0	Not at all	82	22	11,936	24	1.7	1.6	.08
		1	Very little	60	16	9,204	17			
		2	Some	66	18	11,240	20			
		3	Quite a bit	54	15	8,064	15			
		4	Very much	42	11	4,967	9			
		—	Not applicable	69	18	7,259	16			
		Total		373	100	52,670	100			
e. Internship, co-op, field experience, student teaching, or clinical placement	CWPintern	0	Not at all	84	22	10,504	21	1.7	1.7	.03
		1	Very little	45	12	6,514	12			
		2	Some	59	17	8,914	16			
		3	Quite a bit	48	13	7,339	13			
		4	Very much	41	11	5,013	9			
		—	Not applicable	95	25	14,257	28			
		Total		372	100	52,541	100			
f. Work experience (on- or off-campus job or prior employment)	CWPwork	0	Not at all	80	21	9,098	17	1.8	2.0 *	-.15 ▽
		1	Very little	51	14	7,110	13			
		2	Some	62	17	11,081	20			
		3	Quite a bit	51	14	9,308	17			
		4	Very much	49	13	7,769	16			
		—	Not applicable	79	21	8,232	16			
		Total		372	100	52,598	100			
g. Career fairs, workshops, or course-based exploration of career options	CWPfairs	0	Not at all	75	20	10,642	21	1.8	1.6	.09
		1	Very little	50	13	9,502	18			
		2	Some	76	21	13,033	24			
		3	Quite a bit	51	15	7,464	14			
		4	Very much	34	9	4,162	8			
		—	Not applicable	84	22	7,691	16			
		Total		370	100	52,494	100			

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Frequencies and Statistical Comparisons

California State University, Sacramento

First-Year Students

Frequency Distributions ^a								Statistical Comparisons ^b			
				Sacramento State		Career Prep		Sacramento State		Career Prep	
Item wording or description	Variable name	Values ^c	Response options	Count	%	Count	%	Mean	Mean	Effect size ^d	
h. Expected job salary and availability	CWPjobsalary	0	Not at all	37	9	4,647	9	2.4	2.4	-.02	
		1	Very little	36	9	5,868	11				
		2	Some	109	30	14,565	27				
		3	Quite a bit	84	23	14,710	28				
		4	Very much	71	20	10,160	20				
		—	Not applicable	34	9	2,602	5				
		Total	371	100	52,552	100					
i. Fit for your interests and abilities	CWPability	0	Not at all	9	2	927	2	2.9	3.1 ** ▽	-.18	
		1	Very little	22	6	1,881	4				
		2	Some	88	24	9,193	18				
		3	Quite a bit	116	32	18,634	35				
		4	Very much	126	34	21,069	40				
		—	Not applicable	10	3	806	2				
Total	371	100	52,510	100							
j. Desire to impact or support my community	CWPimpact	0	Not at all	8	2	1,697	4	2.9	2.9	.03	
		1	Very little	27	8	3,392	7				
		2	Some	91	25	11,779	23				
		3	Quite a bit	91	25	15,829	29				
		4	Very much	145	38	18,771	35				
		—	Not applicable	9	3	1,063	2				
Total	371	100	52,531	100							
k. Desire to make a difference in broader society	CWPsociety	0	Not at all	10	3	1,764	4	2.9	2.9	.02	
		1	Very little	24	7	3,553	7				
		2	Some	89	25	11,930	23				
		3	Quite a bit	97	26	15,081	28				
		4	Very much	142	37	19,092	36				
		—	Not applicable	11	3	1,157	3				
Total	373	100	52,577	100							
3. How much confidence do you have in your ability to do the following?											
a. Overcome obstacles in finding and using career-related resources at your institution	CWPobstacle	0	Not at all	3	1	928	2	2.7	2.8 * ▽	-.11	
		1	Very little	38	10	3,427	6				
		2	Some	126	34	15,652	29				
		3	Quite a bit	115	30	19,371	36				
		4	Very much	86	24	12,385	25				
		—	Not applicable	3	1	651	1				
Total	371	100	52,414	100							
b. Demonstrate effective work habits (punctuality, working productively with others, time and workload management, etc.)	CWPhabits	0	Not at all	2	1	553	1	2.9	3.0 ** ▽	-.16	
		1	Very little	29	7	2,362	5				
		2	Some	92	26	11,036	21				
		3	Quite a bit	137	36	20,124	37				
		4	Very much	110	29	17,865	35				
		—	Not applicable	2	1	383	1				
Total	372	100	52,323	100							

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Frequencies and Statistical Comparisons

California State University, Sacramento

First-Year Students

				Frequency Distributions ^a				Statistical Comparisons ^b		
				Sacramento State		Career Prep		Sacramento State	Career Prep	
Item wording or description	Variable name	Values ^c	Response options	Count	%	Count	%	Mean	Mean	Effect size ^d
c. Network with alumni or professionals to make potential career connections	CWPnetwork	0	Not at all	29	8	3,323	7	2.1	2.3 *	-.12
		1	Very little	85	23	8,946	17			
		2	Some	116	30	17,439	33			
		3	Quite a bit	75	21	12,663	23			
		4	Very much	54	15	8,558	17			
		—	Not applicable	13	4	1,376	3			
		Total	372	100	52,305	100				
d. Communicate your knowledge, skills, and experiences to potential employers	CWPcommunicate	0	Not at all	16	4	1,315	3	2.4	2.7 ***	-.29
		1	Very little	66	17	4,705	9			
		2	Some	122	33	15,799	30			
		3	Quite a bit	91	24	17,858	33			
		4	Very much	72	19	11,806	24			
		—	Not applicable	5	2	744	2			
		Total	372	100	52,227	100				
e. Use career-specific technology (devices, programs, or tools used by those in the field)	CWPtech	0	Not at all	13	3	1,475	3	2.5	2.7 ***	-.20
		1	Very little	55	15	4,721	9			
		2	Some	108	28	15,556	29			
		3	Quite a bit	114	31	17,493	33			
		4	Very much	72	19	11,984	25			
		—	Not applicable	10	3	1,036	2			
		Total	372	100	52,265	100				
f. Work effectively with people of other backgrounds (economic, racial/ethnic, political, religious, nationality, etc.)	CWPdiverse	0	Not at all	6	2	527	1	3.1	3.2 **	-.17
		1	Very little	21	5	1,420	3			
		2	Some	60	16	7,906	15			
		3	Quite a bit	130	35	17,706	33			
		4	Very much	154	41	24,092	47			
		—	Not applicable	1	0	565	1			
		Total	372	100	52,216	100				
g. Address ethical issues you might face in your career	CWPethics	0	Not at all	11	3	848	2	2.7	2.9 ***	-.22
		1	Very little	23	6	2,641	5			
		2	Some	114	32	12,892	24			
		3	Quite a bit	124	32	18,830	35			
		4	Very much	93	25	16,264	32			
		—	Not applicable	6	2	818	2			
		Total	371	100	52,293	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	33	9	3,868	8	2.8	2.8	-.05
		2	Sometimes	106	28	14,882	29			
		3	Often	149	40	20,243	38			
		4	Very often	84	23	13,176	26			
		Total	372	100	52,169	100				
b. Researched a career interest, a potential employer, or the job market	CWPresearch	1	Never	64	17	10,420	20	2.5	2.5	.06
		2	Sometimes	120	32	16,415	32			
		3	Often	111	30	15,765	29			
		4	Very often	76	20	9,549	19			
		Total	371	100	52,149	100				

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Frequencies and Statistical Comparisons

California State University, Sacramento

First-Year Students

				Frequency Distributions ^a				Statistical Comparisons ^b		
				Sacramento State		Career Prep		Sacramento State	Career Prep	
Item wording or description	Variable name	Values ^c	Response options	Count	%	Count	%	Mean	Mean	Effect size ^d
c. Learned about a career or industry from practicing professionals	CWPpractice	1	Never	61	17	8,534	18	2.5	2.5	.00
		2	Sometimes	127	34	17,228	33			
		3	Often	119	31	16,556	31			
		4	Very often	65	18	9,744	19			
		Total	372	100	52,062	100				
d. Observed employees in action at a place of work (clinics, offices, schools, etc.)	CWPobserve	1	Never	134	36	20,360	40	2.1	2.1	.03
		2	Sometimes	110	30	13,280	25			
		3	Often	78	21	11,150	21			
		4	Very often	48	13	7,312	14			
		Total	370	100	52,102	100				
e. Connected your learning to how you can impact your community and society	CWPconnect	1	Never	34	10	5,230	11	2.7	2.7	-.01
		2	Sometimes	130	36	16,939	33			
		3	Often	133	34	18,960	35			
		4	Very often	74	20	11,005	21			
		Total	371	100	52,134	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)? ¹										
a. Take a career exploration, planning, or development course	CWPcourse		Have not decided	97	27	12,049	24	12%	13%	-.04
			Do not plan to do	47	13	9,805	19			
		(Means indicate the percentage who responded "Done or in progress.")	Plan to do	181	48	23,151	44			
		Done or in progress	44	12	7,074	13				
		Total	369	100	52,079	100				
b. Complete a career profile or self-assessment to identify occupations that match your strengths and interests	CWPprofile		Have not decided	65	18	8,815	17	12%	21% ***	-.24
			Do not plan to do	50	13	8,589	17			
		(Means indicate the percentage who responded "Done or in progress.")	Plan to do	205	56	23,654	45			
		Done or in progress	48	12	10,870	21				
		Total	368	100	51,928	100				
c. Attend a talk, panel discussion, or workshop about careers	CWPtalk		Have not decided	71	20	9,219	19	13%	18% *	-.14
			Do not plan to do	57	15	7,042	14			
		(Means indicate the percentage who responded "Done or in progress.")	Plan to do	193	51	25,544	49			
		Done or in progress	50	13	10,169	18				
		Total	371	100	51,974	100				
d. Discuss your career interests with a faculty member	CWPfaculty		Have not decided	66	18	6,748	14	22%	27%	-.10
			Do not plan to do	31	8	4,261	9			
		(Means indicate the percentage who responded "Done or in progress.")	Plan to do	188	51	26,675	50			
		Done or in progress	85	22	14,235	27				
		Total	370	100	51,919	100				
e. Interview or shadow someone in a career that you are considering	CWPinterview		Have not decided	74	21	7,878	17	11%	14%	-.09
			Do not plan to do	35	9	3,499	8			
		(Means indicate the percentage who responded "Done or in progress.")	Plan to do	221	58	33,014	62			
		Done or in progress	40	11	7,579	14				
		Total	370	100	51,970	100				
f. Participate in a major- or career-related co-curricular activity (student organization, professional or honor society, etc.)	CWPmajor		Have not decided	100	27	10,752	22	11%	18% **	-.18
			Do not plan to do	42	11	5,323	11			
		(Means indicate the percentage who responded "Done or in progress.")	Plan to do	187	51	26,462	49			
		Done or in progress	41	11	9,389	18				
		Total	370	100	51,926	100				

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Frequencies and Statistical Comparisons

California State University, Sacramento

First-Year Students

				Frequency Distributions ^a				Statistical Comparisons ^b		
				Sacramento State		Career Prep		Sacramento State	Career Prep	
Item wording or description	Variable name	Values ^c	Response options	Count	%	Count	%	Mean	Mean	Effect size ^d
g. Meet with an advisor, success coach, and/or career services staff member to explore your interests and plan your future	CWPmeetstaff (Means indicate the percentage who responded "Done or in progress.")		Have not decided	53	15	7,019	14	21%	25%	-.08
			Do not plan to do	24	7	4,514	9			
			Plan to do	211	57	27,146	52			
			Done or in progress	82	21	13,253	25			
			Total	370	100	51,932	100			
h. Get help with your résumé	CWPResume (Means indicate the percentage who responded "Done or in progress.")		Have not decided	49	13	5,844	12	18%	23% *	- .13 ▽
			Do not plan to do	35	9	5,161	10			
			Plan to do	219	60	28,680	55			
			Done or in progress	68	18	12,241	23			
			Total	371	100	51,926	100			
i. Participate in a mock or practice interview	CWPmock (Means indicate the percentage who responded "Done or in progress.")		Have not decided	85	23	10,249	20	10%	13%	-.09
			Do not plan to do	54	15	7,243	14			
			Plan to do	194	53	27,949	53			
			Done or in progress	38	10	6,491	13			
			Total	371	100	51,932	100			
j. Participate in a career fair	CWPcareerfair (Means indicate the percentage who responded "Done or in progress.")		Have not decided	75	20	9,425	19	18%	20%	-.06
			Do not plan to do	39	10	6,569	13			
			Plan to do	188	52	25,341	48			
			Done or in progress	66	18	10,611	20			
			Total	368	100	51,946	100			
k. Complete a paid internship	CWPpaid (Means indicate the percentage who responded "Done or in progress.")		Have not decided	66	17	8,807	18	5%	7%	-.08
			Do not plan to do	11	3	3,984	9			
			Plan to do	279	75	35,755	67			
			Done or in progress	17	5	3,423	7			
			Total	373	100	51,969	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	88	23	10,207	21	9%	10%	-.06
			Do not plan to do	23	6	4,030	8			
			Plan to do	231	63	32,196	61			
			Done or in progress	30	9	5,406	10			
			Total	372	100	51,839	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	68	18	9,339	18	1.4	1.7 *	- .16 ▽
		1	Very little	40	12	5,454	10			
		2	Some	29	8	6,057	12			
		3	Quite a bit	20	6	3,796	7			
		4	Very much	25	7	4,582	10			
		—	Not working for pay	188	50	22,108	42			
			Total	370	100	51,336	100			

7. Is there anything this institution could do better to help students develop their career plans or gain work-related skills (such as coursework, resources, etc.)? Please describe.

This final question asked students to respond in an open text box. Comments were recorded for 130 first-year student(s) and 267 senior(s). Responses are provided in your NSSE26 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.

NSSE 2026 Career & Workforce Preparation

Frequencies and Statistical Comparisons

California State University, Sacramento

Seniors

				Frequency Distributions ^a				Statistical Comparisons ^b		
				Sacramento State		Career Prep		Sacramento State	Career Prep	
Item wording or description	Variable name	Values ^c	Response options	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	24	4	1,219	2	2.9	3.0	-.06
		1	Very little	41	7	3,308	6			
		2	Some	122	22	11,592	22			
		3	Quite a bit	172	29	17,498	32			
		4	Very much	219	38	19,846	37			
			Total	578	100	53,463	100			
b. What you are learning at this institution is relevant to your career plans	CWPrelevant	0	Not at all	9	2	631	1	3.2	3.2	.01
		1	Very little	20	3	1,652	3			
		2	Some	96	18	9,551	18			
		3	Quite a bit	188	32	18,181	34			
		4	Very much	263	45	23,396	44			
			Total	576	100	53,411	100			
c. You know where to go with questions about your career plans or further education	CWPquestions	0	Not at all	29	5	1,680	4	2.8	2.8	-.01
		1	Very little	47	8	4,327	8			
		2	Some	129	23	12,553	24			
		3	Quite a bit	153	26	16,240	30			
		4	Very much	220	38	18,587	34			
			Total	578	100	53,387	100			
d. You can describe the knowledge, skills, and experiences that are necessary for your career plans	CWPdescribe	0	Not at all	16	3	614	1	3.0	3.1 *	-.09
		1	Very little	26	5	1,756	3			
		2	Some	102	18	9,375	18			
		3	Quite a bit	206	35	20,366	38			
		4	Very much	228	39	21,249	40			
			Total	578	100	53,360	100			
e. You have received supportive feedback from faculty or other advisors about your career plans	CWPfeedback	0	Not at all	42	7	3,756	8	2.7	2.6	.06
		1	Very little	60	10	5,843	12			
		2	Some	128	22	12,417	24			
		3	Quite a bit	160	28	14,704	27			
		4	Very much	186	32	16,583	30			
			Total	576	100	53,303	100			
f. You have a mentor in your area of interest who shares a similar background as you	CWPmentor	0	Not at all	114	20	10,049	21	2.2	2.1	.06
		1	Very little	72	12	7,744	14			
		2	Some	131	23	11,625	21			
		3	Quite a bit	111	20	10,661	19			
		4	Very much	148	26	13,229	24			
			Total	576	100	53,308	100			
2. To what extent have the following influenced your career plans?										
a. Advice from family or friends	CWPfamily	0	Not at all	56	9	3,502	7	2.5	2.5	-.02
		1	Very little	72	12	6,260	12			
		2	Some	158	27	14,980	28			
		3	Quite a bit	135	24	15,126	28			
		4	Very much	147	26	12,523	23			
		—	Not applicable	8	1	909	2			
			Total	576	100	53,300	100			

NSSE 2026 Career & Workforce Preparation

Frequencies and Statistical Comparisons

California State University, Sacramento

Seniors

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				Sacramento State		Career Prep		Sacramento State	Career Prep	Effect size ^d
				Count	%	Count	%	Mean	Mean	
b. Interactions with a faculty member	CWPinterfac	0	Not at all	66	12	6,333	13	2.3	2.1 *** △	.15
		1	Very little	67	11	8,291	16			
		2	Some	161	28	15,298	28			
		3	Quite a bit	143	24	12,488	22			
		4	Very much	117	21	8,956	16			
		—	Not applicable	24	4	1,924	4			
		Total		578	100	53,290	100			
c. Interactions with advisors, success coaches, and/or career services staff	CWPinteradv	0	Not at all	111	20	10,215	20	1.9	1.8 * △	.10
		1	Very little	98	16	10,560	20			
		2	Some	147	26	13,714	25			
		3	Quite a bit	91	16	8,847	16			
		4	Very much	89	15	6,791	12			
		—	Not applicable	41	7	3,121	6			
		Total		577	100	53,248	100			
d. Co-curricular activities (student organizations or clubs, campus publications, student government, fraternity or sorority, intercollegiate or intramural sports, etc.)	CWPcocc	0	Not at all	137	24	12,829	25	1.7	1.6	.08
		1	Very little	76	12	8,420	15			
		2	Some	109	20	9,966	18			
		3	Quite a bit	70	12	6,811	12			
		4	Very much	70	12	5,722	11			
		—	Not applicable	116	19	9,478	19			
		Total		578	100	53,226	100			
e. Internship, co-op, field experience, student teaching, or clinical placement	CWPintern	0	Not at all	92	16	7,380	15	2.3	2.3	-.02
		1	Very little	48	8	4,117	8			
		2	Some	86	15	8,381	15			
		3	Quite a bit	107	19	10,800	19			
		4	Very much	140	24	13,417	24			
		—	Not applicable	103	18	9,078	19			
		Total		576	100	53,173	100			
f. Work experience (on- or off-campus job or prior employment)	CWPwork	0	Not at all	60	10	4,600	9	2.5	2.6	-.07
		1	Very little	62	11	4,865	9			
		2	Some	117	20	10,969	20			
		3	Quite a bit	122	21	12,862	24			
		4	Very much	170	30	16,304	31			
		—	Not applicable	45	8	3,589	8			
		Total		576	100	53,189	100			
g. Career fairs, workshops, or course-based exploration of career options	CWPfairs	0	Not at all	121	21	12,486	24	1.8	1.6 ** △	.13
		1	Very little	101	17	9,788	18			
		2	Some	134	23	11,942	22			
		3	Quite a bit	69	12	6,557	12			
		4	Very much	73	13	5,133	10			
		—	Not applicable	79	13	7,257	15			
		Total		577	100	53,163	100			

NSSE 2026 Career & Workforce Preparation

Frequencies and Statistical Comparisons

California State University, Sacramento

Seniors

				Frequency Distributions ^a				Statistical Comparisons ^b		
				Sacramento State		Career Prep		Sacramento State	Career Prep	
Item wording or description	Variable name	Values ^c	Response options	Count	%	Count	%	Mean	Mean	Effect size ^d
h. Expected job salary and availability	CWPjobsalary	0	Not at all	51	9	4,450	9	2.5	2.5	.04
		1	Very little	48	8	5,665	10			
		2	Some	163	28	14,626	27			
		3	Quite a bit	143	25	14,432	27			
		4	Very much	146	25	12,020	23			
		—	Not applicable	27	4	1,973	4			
		Total	578	100	53,166	100				
i. Fit for your interests and abilities	CWPability	0	Not at all	23	4	841	2	3.0	3.2 ** ▽	-.15
		1	Very little	22	3	1,481	3			
		2	Some	96	17	7,992	15			
		3	Quite a bit	201	35	18,281	34			
		4	Very much	229	39	23,621	44			
		—	Not applicable	6	1	902	2			
		Total	577	100	53,118	100				
j. Desire to impact or support my community	CWPimpact	0	Not at all	28	5	1,754	4	3.0	2.9	.05
		1	Very little	26	4	2,962	6			
		2	Some	106	19	10,867	21			
		3	Quite a bit	154	26	15,070	28			
		4	Very much	253	43	21,382	39			
		—	Not applicable	11	2	1,107	2			
		Total	578	100	53,142	100				
k. Desire to make a difference in broader society	CWPsociety	0	Not at all	30	5	1,774	4	3.0	3.0	.01
		1	Very little	22	4	2,971	6			
		2	Some	114	20	10,729	21			
		3	Quite a bit	150	25	14,505	27			
		4	Very much	254	43	22,048	40			
		—	Not applicable	8	1	1,165	2			
		Total	578	100	53,192	100				
3. How much confidence do you have in your ability to do the following?										
a. Overcome obstacles in finding and using career-related resources at your institution	CWPobstacle	0	Not at all	13	2	1,343	3	2.8	2.8	-.04
		1	Very little	49	9	3,677	7			
		2	Some	157	28	14,206	27			
		3	Quite a bit	180	31	17,742	33			
		4	Very much	165	28	15,131	29			
		—	Not applicable	10	1	927	2			
		Total	574	100	53,026	100				
b. Demonstrate effective work habits (punctuality, working productively with others, time and workload management, etc.)	CWPhabits	0	Not at all	7	1	398	1	3.2	3.3	-.04
		1	Very little	15	2	1,287	3			
		2	Some	86	16	7,045	13			
		3	Quite a bit	180	31	17,982	33			
		4	Very much	285	49	25,863	49			
		—	Not applicable	5	1	406	1			
		Total	578	100	52,981	100				

NSSE 2026 Career & Workforce Preparation

Frequencies and Statistical Comparisons

California State University, Sacramento

Seniors

				Frequency Distributions ^a				Statistical Comparisons ^b		
				Sacramento State		Career Prep		Sacramento State	Career Prep	
Item wording or description	Variable name	Values ^c	Response options	Count	%	Count	%	Mean	Mean	Effect size ^d
c. Network with alumni or professionals to make potential career connections	CWPnetwork	0	Not at all	42	7	3,456	7	2.3	2.4	-.03
		1	Very little	99	18	7,993	15			
		2	Some	183	31	16,070	30			
		3	Quite a bit	111	19	12,759	23			
		4	Very much	131	23	11,292	21			
		—	Not applicable	12	2	1,397	3			
		Total	578	100	52,967	100				
d. Communicate your knowledge, skills, and experiences to potential employers	CWPcommunicate	0	Not at all	16	3	820	2	2.8	2.9 ***	-0.16
		1	Very little	51	9	2,684	5			
		2	Some	151	27	12,265	23			
		3	Quite a bit	178	31	19,058	35			
		4	Very much	178	31	17,503	33			
		—	Not applicable	4	1	584	1			
		Total	578	100	52,914	100				
e. Use career-specific technology (devices, programs, or tools used by those in the field)	CWPtech	0	Not at all	16	3	954	2	2.9	2.9	-0.07
		1	Very little	39	7	2,933	5			
		2	Some	144	26	12,594	23			
		3	Quite a bit	180	31	18,439	34			
		4	Very much	188	33	17,229	33			
		—	Not applicable	8	1	783	2			
		Total	575	100	52,932	100				
f. Work effectively with people of other backgrounds (economic, racial/ethnic, political, religious, nationality, etc.)	CWPdiverse	0	Not at all	10	2	437	1	3.3	3.4 *	-0.10
		1	Very little	14	3	917	2			
		2	Some	69	13	5,282	10			
		3	Quite a bit	162	28	16,191	30			
		4	Very much	320	55	29,558	56			
		—	Not applicable	3	0	523	1			
		Total	578	100	52,908	100				
g. Address ethical issues you might face in your career	CWPethics	0	Not at all	11	2	682	1	3.0	3.1 *	-0.11
		1	Very little	25	4	1,759	3			
		2	Some	120	22	9,647	18			
		3	Quite a bit	196	34	18,744	35			
		4	Very much	220	38	21,431	41			
		—	Not applicable	5	1	677	1			
		Total	577	100	52,940	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	18	3	1,626	3	3.2	3.2	.02
		2	Sometimes	102	18	9,915	19			
		3	Often	203	35	18,568	35			
		4	Very often	254	43	22,727	42			
		Total	577	100	52,836	100				
b. Researched a career interest, a potential employer, or the job market	CWPresearch	1	Never	64	11	7,423	15	2.8	2.7 *	.08
		2	Sometimes	176	30	15,567	29			
		3	Often	166	29	15,064	28			
		4	Very often	168	29	14,742	27			
		Total	574	100	52,796	100				

NSSE 2026 Career & Workforce Preparation

Frequencies and Statistical Comparisons

California State University, Sacramento

Seniors

				Frequency Distributions ^a				Statistical Comparisons ^b		
				Sacramento State		Career Prep		Sacramento State	Career Prep	
Item wording or description	Variable name	Values ^c	Response options	Count	%	Count	%	Mean	Mean	Effect size ^d
c. Learned about a career or industry from practicing professionals	CWPpractice	1	Never	47	8	5,253	11	2.9	2.8 ** △	.11
		2	Sometimes	158	28	15,817	30			
		3	Often	197	35	16,415	30			
		4	Very often	171	30	15,262	28			
		Total	573	100	52,747	100				
d. Observed employees in action at a place of work (clinics, offices, schools, etc.)	CWPobserve	1	Never	156	27	15,744	32	2.4	2.4	.08
		2	Sometimes	144	25	13,096	24			
		3	Often	143	25	10,891	20			
		4	Very often	133	23	13,019	24			
		Total	576	100	52,750	100				
e. Connected your learning to how you can impact your community and society	CWPconnect	1	Never	37	7	3,985	9	2.9	2.9 * △	.09
		2	Sometimes	143	25	14,128	28			
		3	Often	208	36	17,905	33			
		4	Very often	189	32	16,791	31			
		Total	577	100	52,809	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)? ¹										
a. Take a career exploration, planning, or development course	CWPcourse		Have not decided	65	11	6,088	12	29%	26%	.06
			Do not plan to do	227	40	23,611	45			
			Plan to do	117	21	8,512	17			
			Done or in progress	166	29	14,503	26			
			Total	575	100	52,714	100			
b. Complete a career profile or self-assessment to identify occupations that match your strengths and interests	CWPprofile		Have not decided	55	9	5,381	11	33%	32%	.02
			Do not plan to do	174	30	18,517	36			
			Plan to do	159	28	10,946	21			
			Done or in progress	188	33	17,775	32			
			Total	576	100	52,619	100			
c. Attend a talk, panel discussion, or workshop about careers	CWPtalk		Have not decided	63	11	5,800	12	32%	35%	-.06
			Do not plan to do	166	29	16,586	32			
			Plan to do	160	28	11,050	22			
			Done or in progress	184	32	19,229	35			
			Total	573	100	52,665	100			
d. Discuss your career interests with a faculty member	CWPfaculty		Have not decided	59	11	4,591	10	47%	46%	.01
			Do not plan to do	103	18	10,334	21			
			Plan to do	144	25	11,707	23			
			Done or in progress	268	47	26,039	46			
			Total	574	100	52,671	100			
e. Interview or shadow someone in a career that you are considering	CWPinterview		Have not decided	86	15	6,302	13	30%	35% * ▽	-.10
			Do not plan to do	130	23	12,798	26			
			Plan to do	181	31	13,466	26			
			Done or in progress	179	30	20,078	35			
			Total	576	100	52,644	100			
f. Participate in a major- or career-related co-curricular activity (student organization, professional or honor society, etc.)	CWPmajor		Have not decided	74	13	6,436	13	31%	35%	-.07
			Do not plan to do	184	32	18,557	36			
			Plan to do	135	23	8,442	17			
			Done or in progress	181	31	19,155	35			
			Total	574	100	52,590	100			

NSSE 2026 Career & Workforce Preparation

Frequencies and Statistical Comparisons

California State University, Sacramento

Seniors

				Frequency Distributions ^a				Statistical Comparisons ^b		
				Sacramento State		Career Prep		Sacramento State	Career Prep	
Item wording or description	Variable name	Values ^c	Response options	Count	%	Count	%	Mean	Mean	Effect size ^d
g. Meet with an advisor, success coach, and/or career services staff member to explore your interests and plan your future	CWPmeetstaff (Means indicate the percentage who responded "Done or in progress.")		Have not decided	48	8	5,229	11	37%	38%	-.02
			Do not plan to do	146	26	14,029	28			
			Plan to do	167	29	11,817	23			
			Done or in progress	214	37	21,534	38			
			Total	575	100	52,609	100			
h. Get help with your résumé	CWPResume (Means indicate the percentage who responded "Done or in progress.")		Have not decided	43	8	3,655	7	41%	47% **	-0.12
			Do not plan to do	114	21	10,438	21			
			Plan to do	179	30	12,652	25			
			Done or in progress	240	41	25,898	47			
			Total	576	100	52,643	100			
i. Participate in a mock or practice interview	CWPmock (Means indicate the percentage who responded "Done or in progress.")		Have not decided	78	14	5,994	12	23%	30% ***	-0.16
			Do not plan to do	188	33	17,143	33			
			Plan to do	173	30	12,941	25			
			Done or in progress	134	23	16,555	30			
			Total	573	100	52,633	100			
j. Participate in a career fair	CWPcareerfair (Means indicate the percentage who responded "Done or in progress.")		Have not decided	63	12	5,608	11	33%	37%	-0.08
			Do not plan to do	150	27	16,462	31			
			Plan to do	166	28	10,460	21			
			Done or in progress	194	33	20,108	37			
			Total	573	100	52,638	100			
k. Complete a paid internship	CWPpaid (Means indicate the percentage who responded "Done or in progress.")		Have not decided	93	16	6,564	13	23%	30% ***	-0.15
			Do not plan to do	169	29	18,170	34			
			Plan to do	188	32	11,773	23			
			Done or in progress	125	23	16,159	30			
			Total	575	100	52,666	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	91	16	6,890	14	27%	31%	-0.08
			Do not plan to do	107	18	10,563	20			
			Plan to do	218	38	18,164	35			
			Done or in progress	155	27	16,956	31			
			Total	571	100	52,573	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	91	16	7,553	14	2.3	2.3	-0.03
		1	Very little	59	10	5,236	10			
		2	Some	81	14	8,344	15			
		3	Quite a bit	79	13	6,926	13			
		4	Very much	137	25	13,102	25			
		—	Not working for pay	127	22	11,262	22			
			Total	574	100	52,423	100			

7. Is there anything this institution could do better to help students develop their career plans or gain work-related skills (such as coursework, resources, etc.)? Please describe.

This final question asked students to respond in an open text box. Comments were recorded for 130 first-year student(s) and 267 senior(s). Responses are provided in your NSSE26 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
	Sacramento State	Sacramento State	Career Prep	Sacramento State	Career Prep	Sacramento State	Career Prep	Comparisons with:			
								Career Prep			
CWPidea	370	2.79	2.84	.056	.005	1.08	1.02	375	.403	-.05	
CWPrelevant	368	3.02	3.07	.049	.004	.94	.90	372	.301	-.06	
CWPquestions	370	2.85	2.81	.055	.005	1.06	1.04	375	.411	.04	
CWPdescribe	370	2.77	2.87	.051	.004	.99	.94	374	.053	-.11	
CWPfeedback	370	2.47	2.47	.060	.006	1.15	1.20	376	.947	.00	
CWPmentor	368	1.84	1.97	.075	.007	1.43	1.39	373	.078	-.09	
CWPfamily	362	2.61	2.52	.064	.006	1.22	1.15	366	.196	.07	
CWPinterfac	340	1.83	1.87	.068	.006	1.26	1.24	345	.531	-.03	
CWPinteradvis	338	1.80	1.81	.071	.006	1.30	1.27	342	.901	-.01	
CWPcocurr	302	1.73	1.63	.080	.007	1.39	1.34	306	.210	.08	
CWPintern	277	1.73	1.69	.086	.008	1.43	1.40	281	.624	.03	
CWPwork	290	1.81	2.01	.084	.007	1.43	1.40	294	.016	-.15	
CWPfairs	284	1.75	1.64	.080	.007	1.35	1.28	287	.170	.09	
CWPjobsalary	334	2.39	2.41	.066	.006	1.21	1.21	339	.760	-.02	
CWPability	356	2.93	3.10	.053	.005	1.00	.95	361	.001	-.18	
CWPimpact	358	2.91	2.87	.057	.005	1.08	1.10	363	.518	.03	
CWPsociety	359	2.90	2.88	.056	.005	1.07	1.11	364	.650	.02	
CWPobstacle	364	2.66	2.77	.052	.005	.98	.96	369	.046	-.11	
CWP habits	366	2.87	3.01	.050	.004	.95	.93	371	.004	-.16	
CWPnetwork	354	2.14	2.27	.062	.006	1.17	1.15	358	.033	-.12	
CWPcommunicate	362	2.37	2.67	.059	.005	1.12	1.02	367	.000	-.29	
CWPtech	359	2.49	2.69	.057	.005	1.09	1.04	363	.000	-.20	
CWPdiverse	367	3.09	3.24	.051	.004	.97	.88	371	.003	-.17	
CWPethics	360	2.71	2.93	.053	.005	1.01	.97	365	.000	-.22	
CWPanalyze	368	2.76	2.81	.047	.004	.90	.90	374	.298	-.05	
CWPresearch	367	2.53	2.47	.052	.005	1.00	1.01	372	.232	.06	
CWPpractice	368	2.50	2.51	.051	.005	.97	.99	374	.925	.00	
CWPobserve	366	2.12	2.10	.055	.005	1.04	1.08	372	.612	.03	
CWPconnect	368	2.65	2.66	.048	.004	.91	.93	373	.835	-.01	

NSSE 2026 Career & Workforce Preparation

Detailed Statistics^e

California State University, Sacramento

First-Year Students

Variable name	N	Mean		Standard error ^f		Standard deviation ^g		DF ^h	Sig. ⁱ	Effect size ^d
		Sacramento State	Career Prep	Sacramento State	Career Prep	Sacramento State	Career Prep			
		Comparisons with:								
		Sacramento State	Career Prep							
CWPcourse	365	12%	13%	.017	.002	--	--	--	.417	-.04
CWPprofile	365	12%	21%	.017	.002	--	--	--	.000	-.24
CWPtalk	368	13%	18%	.018	.002	--	--	--	.014	-.14
CWPfaculty	366	22%	27%	.022	.002	--	--	--	.062	-.10
CWPinterview	367	11%	14%	.016	.002	--	--	--	.091	-.09
CWPmajor	366	11%	18%	.017	.002	--	--	--	.002	-.18
CWPmeetstaff	366	21%	25%	.021	.002	--	--	--	.115	-.08
CWPresume	368	18%	23%	.020	.002	--	--	--	.019	-.13
CWPmock	367	10%	13%	.016	.002	--	--	--	.117	-.09
CWPcareerfair	365	18%	20%	.020	.002	--	--	--	.233	-.06
CWPpaid	370	5%	7%	.011	.001	--	--	--	.162	-.08
CWPalumni	368	9%	10%	.015	.001	--	--	--	.304	-.06
CWPworkpay	184	1.43	1.67	.105	.009	1.42	1.47	186	.025	-.16

Seniors

Variable name	N		Mean		Standard error ^f		Standard deviation ^g		DF ^h	Sig. ⁱ	Effect size ^d
	Sacramento State	Sacramento State	Career Prep	Sacramento State	Career Prep	Sacramento State	Career Prep	Comparisons with:			
								Career Prep			
CWPidea	569	2.90	2.96	.046	.005	1.11	1.03	582	.190	-.06	
CWPrelevant	568	3.16	3.15	.040	.005	.94	.92	582	.904	.01	
CWPquestions	569	2.83	2.83	.049	.005	1.17	1.10	582	.888	-.01	
CWPdescribe	569	3.03	3.11	.043	.004	1.02	.90	581	.048	-.09	
CWPfeedback	568	2.67	2.59	.052	.006	1.23	1.25	583	.139	.06	
CWPmentor	568	2.20	2.11	.061	.007	1.45	1.46	583	.158	.06	
CWPfamily	559	2.46	2.49	.054	.006	1.27	1.19	572	.656	-.02	
CWPinterfac	547	2.32	2.13	.055	.006	1.28	1.27	561	.000	.15	
CWPinteradvis	528	1.90	1.78	.059	.007	1.36	1.31	541	.035	.10	
CWPcocurr	462	1.72	1.60	.066	.008	1.42	1.39	473	.078	.08	
CWPintern	467	2.32	2.35	.068	.008	1.48	1.46	479	.685	-.02	
CWPwork	524	2.53	2.62	.059	.007	1.34	1.30	536	.126	-.07	
CWPfairs	492	1.76	1.59	.062	.007	1.37	1.33	505	.007	.13	
CWPjobsalary	545	2.53	2.48	.053	.006	1.23	1.22	559	.367	.04	
CWPability	563	3.04	3.18	.044	.005	1.03	.93	574	.001	-.15	
CWPimpact	560	2.99	2.93	.048	.006	1.13	1.10	574	.219	.05	
CWPsociety	563	2.98	2.96	.048	.006	1.15	1.11	576	.766	.01	
CWPobstacle	557	2.75	2.79	.044	.005	1.05	1.03	571	.385	-.04	
CWP habits	565	3.25	3.28	.038	.004	.89	.85	579	.353	-.04	
CWPnetwork	559	2.34	2.37	.052	.006	1.22	1.19	573	.516	-.03	
CWPcommunicate	566	2.78	2.94	.045	.005	1.07	.97	578	.000	-.16	
CWPtech	559	2.87	2.93	.044	.005	1.04	.99	572	.124	-.07	
CWPdiverse	567	3.32	3.41	.038	.004	.91	.81	579	.029	-.10	
CWPethics	564	3.02	3.12	.041	.005	.97	.93	578	.012	-.11	
CWPanalyze	569	3.18	3.16	.035	.004	.85	.85	584	.600	.02	
CWPresearch	566	2.76	2.67	.042	.005	1.00	1.03	582	.044	.08	
CWPpractice	564	2.86	2.75	.039	.005	.94	.98	581	.008	.11	
CWPobserve	568	2.45	2.35	.047	.006	1.12	1.16	584	.055	.08	
CWPconnect	568	2.94	2.85	.038	.005	.91	.95	585	.030	.09	

NSSE 2026 Career & Workforce Preparation

Detailed Statistics^e

California State University, Sacramento

Seniors

	Standard deviation ^g								Effect size ^d	
	N	Mean		Standard error ^f		Standard deviation ^g		DF ^h	Sig. ⁱ	Effect size ^d
Variable name	Sacramento State	Sacramento State	Career Prep	Sacramento State	Career Prep	Sacramento State	Career Prep	Comparisons with: Career Prep		
CWPcourse	567	29%	26%	.019	.002	--	--	--	.141	.06
CWPprofile	568	33%	32%	.020	.002	--	--	--	.715	.02
CWPtalk	565	32%	35%	.020	.002	--	--	--	.143	-.06
CWPfaculty	566	47%	46%	.021	.002	--	--	--	.861	.01
CWPinterview	568	30%	35%	.019	.002	--	--	--	.017	-.10
CWPmajor	565	31%	35%	.020	.002	--	--	--	.105	-.07
CWPmeetstaff	567	37%	38%	.020	.002	--	--	--	.715	-.02
CWPpresume	568	41%	47%	.021	.002	--	--	--	.006	-.12
CWPmock	565	23%	30%	.018	.002	--	--	--	.000	-.16
CWPcareerfair	565	33%	37%	.020	.002	--	--	--	.068	-.08
CWPpaid	567	23%	30%	.018	.002	--	--	--	.001	-.15
CWPalumni	563	27%	31%	.019	.002	--	--	--	.070	-.08
CWPworkpay	444	2.28	2.32	.072	.008	1.52	1.49	455	.544	-.03

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..
- 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.

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.

Career Clarity & Planning^a

Do students have a clear path forward?



64%
have a clear idea of
career plans

66%
know where to go for
career questions

61%
can describe the knowledge,
skills, and experiences necessary
for their career plans

37%
have a mentor
who shares a
similar interest or
background



52%
received supportive
feedback from faculty
or advisors

72%
say coursework is
relevant to their
career plans

Career-Related Course Experiences^b

Are careers showing up in the classroom?



49%
learned about a
career or industry
from practicing
professionals



63%
analyzed a case,
scenario, or
simulation of a
real-life situation

35%
observed employees in action at
a place of work (clinics, offices,
schools, etc.)

55%
connected their learning with
how to impact their community
and society

50%
researched a career
interest, a potential
employer, or the job
market

Experiential Learning & Career Preparation^c

Are students getting real-world experience?



71%
network with alumni
or professional in a
field related to their
career interests

69%
interview or
shadow someone
in a career they are
considering



63%
participate in a mock/practice
interview

62%
participate in a major
or career-related
co-curricular activity

79%
complete a paid
internship

Motivation & Career Values^a

What drives students' career choices?



63%
the desire to impact
or support their
community
influenced their
career plans

43%
expected job
salary and
availability
influenced
their career
plans

63%
the desire to make a difference in
society motivates their career plans

66%
fit to their interests
and abilities
motivates
their
career
plans



Career Confidence & Workforce Readiness^a

Are students ready to take on the workforce?



65%
confident demonstrating
effective work habits

50%
confident using career-
specific technology

54%
confident overcoming obstacles
in finding and using career
resources at institution

36%
confident networking
with alumni and
professionals

57%
confident addressing
ethical issues in
careers

44%
confident
communicating skills
to employers

76%
confident working
with people from
diverse backgrounds



Career Services & Institution Support^c

Is support present when students need it?



68%
completed a career
self-assessment

78%
received resume help

60%
took a career exploration
or development course

74%
discussed career
interests with a
faculty member

69%
participated in a
career fair

78%
met with career
advisors, success
coaches, or career
services staff



NOTES: a. Combination of students responding "very much" or "quite a bit." – b. Combination of students responding "very often" or "often." – c. Combination of students responding "done or in progress" or "plan to do."

Career Clarity & Planning^a

Do students have a clear path forward?



67%
have a clear idea of
career plans

64%
know where to go for
career questions

74%
can describe the knowledge,
skills, and experiences necessary
for their career plans

45%
have a mentor
who shares a
similar interest or
background



60%
received supportive
feedback from faculty
or advisors

77%
say coursework is
relevant to their
career plans

Career-Related Course Experiences^b

Are careers showing up in the classroom?



64%
learned about a
career or industry
from practicing
professionals



78%
analyzed a case,
scenario, or
simulation of a
real-life situation

48%
observed employees in action at
a place of work (clinics, offices,
schools, etc.)

68%
connected their learning with
how to impact their community
and society

58%
researched a career
interest, a potential
employer, or the job
market

Experiential Learning & Career Preparation^c

Are students getting real-world experience?



27%
network with alumni
or professional in a
field related to their
career interests

30%
interview or
shadow someone
in a career they are
considering



23%
participate in a mock/practice
interview

31%
participate in a major
or career-related
co-curricular activity

23%
complete a paid
internship

Motivation & Career Values^a

What drives students' career choices?



69%
the desire to impact
or support their
community
influenced their
career plans

51%
expected job
salary and
availability
influenced
their career
plans

69%
the desire to make a difference in
society motivates their career plans

75%
fit to their interests
and abilities
motivates
their
career
plans



Career Confidence & Workforce Readiness^a

Are students ready to take on the workforce?



79%
confident demonstrating
effective work habits

64%
confident using career-
specific technology

60%
confident overcoming obstacles
in finding and using career
resources at institution

42%
confident networking
with alumni and
professionals

71%
confident addressing
ethical issues in
careers

61%
confident
communicating skills
to employers

83%
confident working
with people from
diverse backgrounds



Career Services & Institution Support^c

Is support present when students need it?



33%
completed a career
self-assessment

41%
received resume help

29%
took a career exploration
or development course

47%
discussed career
interests with a
faculty member

33%
participated in a
career fair

37%
met with career
advisors, success
coaches, or career
services staff



NOTES: a. Combination of students responding "very much" or "quite a bit." – b. Combination of students responding "very often" or "often." – c. Percentage of students responding "done or in progress."