
NSSE 2024 Topical Module Report

Career & Workforce Preparation

California State University, Fullerton

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

Comparison group details are in the online Selected Comparison Groups report, linked in the Data & Reports table on the Institution Interface. A PDF copy is also saved in your report download folder.

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First-Year Students

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				Cal State Fullerton		Large Institutions		Cal State Fullerton	Large Institutions	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	37	3	204	3	2.6	2.7 ***	-0.16 ▽
		1	Very little	128	12	661	9			
		2	Some	324	30	2,084	28			
		3	Quite a bit	364	34	2,758	36			
		4	Very much	215	20	1,921	25			
		Total		1,068	100	7,628	100			
b. What you are learning at this institution is relevant to your career plans	CWPrelevant	0	Not at all	16	2	103	1	2.8	2.9 ***	-0.16 ▽
		1	Very little	62	6	314	4			
		2	Some	323	31	1,860	25			
		3	Quite a bit	401	37	2,995	40			
		4	Very much	265	25	2,336	30			
		Total		1,067	100	7,608	100			
c. You know where to go with questions about your career plans or further education	CWPquestions	0	Not at all	59	6	208	3	2.5	2.7 ***	-0.22 ▽
		1	Very little	155	15	694	10			
		2	Some	314	30	2,023	27			
		3	Quite a bit	309	28	2,721	36			
		4	Very much	229	21	1,971	24			
		Total		1,066	100	7,617	100			
d. You can describe the knowledge, skills, and experiences that are necessary for your career plans	CWPdescribe	0	Not at all	28	3	132	2	2.5	2.7 ***	-0.23 ▽
		1	Very little	145	14	541	8			
		2	Some	363	34	2,262	30			
		3	Quite a bit	336	32	2,929	39			
		4	Very much	188	18	1,748	22			
		Total		1,060	100	7,612	100			
e. You have received supportive feedback from faculty or other advisors about your career plans	CWPfeedback	0	Not at all	130	12	488	7	2.0	2.4 ***	-0.30 ▽
		1	Very little	219	21	921	13			
		2	Some	324	30	2,288	31			
		3	Quite a bit	264	26	2,425	31			
		4	Very much	126	12	1,476	18			
		Total		1,063	100	7,598	100			
f. You have a mentor in your area of interest who shares a similar background as you	CWPmentor	0	Not at all	303	28	1,617	23	1.6	1.8 ***	-0.18 ▽
		1	Very little	237	22	1,408	19			
		2	Some	239	23	1,874	25			
		3	Quite a bit	188	18	1,583	20			
		4	Very much	96	9	1,116	14			
		Total		1,063	100	7,598	100			
2. To what extent have the following influenced your career plans?										
a. Advice from family or friends	CWPfamily	0	Not at all	66	6	408	6	2.6	2.5	.06
		1	Very little	129	12	862	12			
		2	Some	251	23	2,078	27			
		3	Quite a bit	308	29	2,399	32			
		4	Very much	296	28	1,769	22			
		—	Not applicable	16	2	91	1			
		Total		1,066	100	7,607	100			

First-Year Students

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				Cal State Fullerton		Large Institutions		Cal State Fullerton	Large Institutions	Effect size ^d
				Count	%	Count	%	Mean	Mean	
b. Interactions with a faculty member	CWPinterfac	0	Not at all	235	22	1,188	17	1.6	1.8 ***	-.18
		1	Very little	243	23	1,576	21			
		2	Some	276	26	2,309	31			
		3	Quite a bit	130	12	1,438	18			
		4	Very much	80	8	737	9			
		—	Not applicable	101	9	339	5			
		Total		1,065	100	7,587	100			
c. Interactions with advisors, success coaches, and/or career services staff	CWPinteradv	0	Not at all	271	25	1,226	17	1.5	1.8 ***	-.26
		1	Very little	221	21	1,567	21			
		2	Some	215	20	2,179	29			
		3	Quite a bit	123	12	1,430	18			
		4	Very much	71	7	775	9			
		—	Not applicable	163	15	412	6			
		Total		1,064	100	7,589	100			
d. Co-curricular activities (student organizations or clubs, campus publications, student government, fraternity or sorority, intercollegiate or intramural sports, etc.)	CWPcocurr	0	Not at all	306	29	1,693	24	1.3	1.6 ***	-.22
		1	Very little	184	18	1,332	18			
		2	Some	170	16	1,660	22			
		3	Quite a bit	112	11	1,152	15			
		4	Very much	57	6	674	8			
		—	Not applicable	234	22	1,082	14			
		Total		1,063	100	7,593	100			
e. Internship, co-op, field experience, student teaching, or clinical placement	CWPintern	0	Not at all	315	30	1,621	23	1.2	1.6 ***	-.25
		1	Very little	136	13	1,033	13			
		2	Some	137	13	1,263	17			
		3	Quite a bit	91	9	965	12			
		4	Very much	53	5	634	8			
		—	Not applicable	329	30	2,076	28			
		Total		1,061	100	7,592	100			
f. Work experience (on- or off-campus job or prior employment)	CWPwork	0	Not at all	234	22	1,517	21	1.7	1.8 *	-.08
		1	Very little	143	14	1,016	13			
		2	Some	209	20	1,551	20			
		3	Quite a bit	148	14	1,171	15			
		4	Very much	103	10	945	12			
		—	Not applicable	225	21	1,373	18			
		Total		1,062	100	7,573	100			
g. Career fairs, workshops, or course-based exploration of career options	CWPfairs	0	Not at all	269	25	1,580	22	1.4	1.6 ***	-.14
		1	Very little	193	18	1,409	19			
		2	Some	194	18	1,836	24			
		3	Quite a bit	112	11	1,046	13			
		4	Very much	51	5	537	6			
		—	Not applicable	244	23	1,172	16			
		Total		1,063	100	7,580	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		
				Cal State Fullerton		Large Institutions		Cal State Fullerton	Large Institutions	Effect size ^d
				Count	%	Count	%	Mean	Mean	
h. Expected job salary and availability	CWPjobsalary	0	Not at all	120	11	642	9	2.2	2.4 ***	-0.12 ▽
		1	Very little	138	13	848	11			
		2	Some	271	25	2,090	28			
		3	Quite a bit	269	26	2,195	29			
		4	Very much	163	16	1,394	18			
		—	Not applicable	103	9	413	5			
		Total		1,064	100	7,582	100			
i. Fit for your interests and abilities	CWPability	0	Not at all	52	5	157	2	2.8	3.0 ***	-0.24 ▽
		1	Very little	82	8	372	5			
		2	Some	229	21	1,476	19			
		3	Quite a bit	347	33	2,683	35			
		4	Very much	314	30	2,754	36			
		—	Not applicable	39	4	136	2			
		Total		1,063	100	7,578	100			
j. Desire to impact or support my community	CWPimpact	0	Not at all	86	8	297	5	2.5	2.8 ***	-0.22 ▽
		1	Very little	123	12	570	8			
		2	Some	255	24	1,872	25			
		3	Quite a bit	267	25	2,231	29			
		4	Very much	282	26	2,423	31			
		—	Not applicable	50	5	179	3			
		Total		1,063	100	7,572	100			
k. Desire to make a difference in broader society	CWP society	0	Not at all	88	9	309	5	2.4	2.8 ***	-0.27 ▽
		1	Very little	129	13	611	9			
		2	Some	269	25	1,843	24			
		3	Quite a bit	248	23	2,164	28			
		4	Very much	267	25	2,469	32			
		—	Not applicable	62	6	187	3			
		Total		1,063	100	7,583	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	35	3	134	2	2.5	2.7 ***	-0.21 ▽
		1	Very little	128	12	570	8			
		2	Some	361	34	2,384	32			
		3	Quite a bit	354	34	2,703	35			
		4	Very much	158	15	1,668	21			
		—	Not applicable	24	2	92	1			
		Total		1,060	100	7,551	100			
b. Demonstrate effective work habits (punctuality, working productively with others, time and workload management, etc.)	CWP habits	0	Not at all	15	2	109	1	2.8	2.9 ***	-0.13 ▽
		1	Very little	73	7	404	5			
		2	Some	272	26	1,758	23			
		3	Quite a bit	418	40	2,893	38			
		4	Very much	261	24	2,317	30			
		—	Not applicable	18	2	70	1			
		Total		1,057	100	7,551	100			

First-Year Students

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				Cal State Fullerton		Large Institutions		Cal State Fullerton	Large Institutions	Effect size ^d
				Count	%	Count	%	Mean	Mean	
c. Network with alumni or professionals to make potential career connections	CWPnetwork	0	Not at all	131	13	588	8	1.9	2.2 ***	-0.22
		1	Very little	257	24	1,460	20			
		2	Some	310	29	2,448	33			
		3	Quite a bit	189	18	1,731	22			
		4	Very much	108	10	1,123	14			
		—	Not applicable	58	6	191	3			
		Total		1,053	100	7,541	100			
d. Communicate your knowledge, skills, and experiences to potential employers	CWPcommunicate	0	Not at all	64	6	252	3	2.3	2.5 ***	-0.22
		1	Very little	179	17	839	11			
		2	Some	330	31	2,377	32			
		3	Quite a bit	271	26	2,428	32			
		4	Very much	177	17	1,521	20			
		—	Not applicable	33	3	127	2			
		Total		1,054	100	7,544	100			
e. Use career-specific technology (devices, programs, or tools used by those in the field)	CWPtech	0	Not at all	66	6	272	3	2.4	2.6 ***	-0.18
		1	Very little	143	13	823	11			
		2	Some	353	33	2,320	31			
		3	Quite a bit	273	26	2,406	32			
		4	Very much	178	17	1,554	20			
		—	Not applicable	43	4	160	2			
		Total		1,056	100	7,535	100			
f. Work effectively with people of other backgrounds (economic, racial/ethnic, political, religious, nationality, etc.)	CWPdiverse	0	Not at all	21	2	83	1	3.0	3.2 ***	-0.15
		1	Very little	68	7	274	4			
		2	Some	182	17	1,259	16			
		3	Quite a bit	343	33	2,592	34			
		4	Very much	421	39	3,248	44			
		—	Not applicable	21	2	83	1			
		Total		1,056	100	7,539	100			
g. Address ethical issues you might face in your career	CWPethics	0	Not at all	51	5	158	2	2.6	2.8 ***	-0.24
		1	Very little	100	9	515	7			
		2	Some	313	29	1,988	26			
		3	Quite a bit	322	31	2,643	35			
		4	Very much	232	22	2,125	28			
		—	Not applicable	34	3	118	2			
		Total		1,052	100	7,547	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	131	12	594	8	2.6	2.7 ***	-0.13
		2	Sometimes	349	33	2,403	33			
		3	Often	383	37	2,916	38			
		4	Very often	190	18	1,629	21			
		Total		1,053	100	7,542	100			
b. Researched a career interest, a potential employer, or the job market	CWPresearch	1	Never	295	28	1,351	19	2.2	2.4 ***	-0.23
		2	Sometimes	357	34	2,478	34			
		3	Often	273	26	2,366	31			
		4	Very often	125	12	1,319	16			
		Total		1,050	100	7,514	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		
				Cal State Fullerton		Large Institutions		Cal State Fullerton	Large Institutions	
				Count	%	Count	%	Mean	Mean	Effect size ^d
c. Learned about a career or industry from practicing professionals	CWPpractice	1	Never	313	28	1,290	18	2.2	2.4 ***	-0.27
		2	Sometimes	355	35	2,504	35			
		3	Often	274	26	2,418	31			
		4	Very often	110	10	1,303	16			
		Total		1,052	100	7,515	100			
d. Observed employees in action at a place of work (clinics, offices, schools, etc.)	CWPobserve	1	Never	486	45	3,026	42	1.9	2.0 ***	-0.11
		2	Sometimes	286	28	1,921	26			
		3	Often	190	19	1,629	21			
		4	Very often	89	9	926	11			
		Total		1,051	100	7,502	100			
e. Connected your learning to how you can impact your community and society	CWPconnect	1	Never	203	20	868	13	2.3	2.6 ***	-0.23
		2	Sometimes	403	39	2,645	36			
		3	Often	321	30	2,645	35			
		4	Very often	124	12	1,361	17			
		Total		1,051	100	7,519	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		Have not decided	275	26	1,640	23	7%	13% ***	-0.22
			Do not plan to do	140	14	1,263	18			
			Plan to do	566	54	3,529	47			
			Done or in progress	68	7	1,058	13			
			Total	1,049	100	7,490	100			
b. Complete a career profile or self-assessment to identify occupations that match your strengths and interests	CWPprofile		Have not decided	211	20	1,203	17	10%	21% ***	-0.29
			Do not plan to do	115	12	1,050	14			
			Plan to do	604	58	3,676	48			
			Done or in progress	112	10	1,561	21			
			Total	1,042	100	7,490	100			
c. Attend a talk, panel discussion, or workshop about careers	CWPtalk		Have not decided	245	24	1,286	17	10%	17% ***	-0.21
			Do not plan to do	120	12	919	12			
			Plan to do	583	55	4,000	53			
			Done or in progress	101	10	1,282	17			
			Total	1,049	100	7,487	100			
d. Discuss your career interests with a faculty member	CWPfaculty		Have not decided	209	20	1,027	15	14%	24% ***	-0.25
			Do not plan to do	71	7	574	8			
			Plan to do	616	58	3,932	52			
			Done or in progress	150	14	1,954	24			
			Total	1,046	100	7,487	100			
e. Interview or shadow someone in a career that you are considering	CWPinterview		Have not decided	222	22	1,186	17	6%	12% ***	-0.22
			Do not plan to do	66	7	442	7			
			Plan to do	703	66	4,902	65			
			Done or in progress	58	6	954	12			
			Total	1,049	100	7,484	100			
f. Participate in a major- or career-related co-curricular activity (student organization, professional or honor society, etc.)	CWPmajor		Have not decided	292	28	1,451	20	10%	17% ***	-0.22
			Do not plan to do	88	9	603	8			
			Plan to do	571	53	4,128	55			
			Done or in progress	97	10	1,303	17			
			Total	1,048	100	7,485	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		
				Cal State Fullerton		Large Institutions		Cal State Fullerton	Large Institutions	Effect size ^d
				Count	%	Count	%	Mean	Mean	
g. Meet with an advisor, success coach, and/or career services staff member to explore your interests and plan your future	CWPmeetstaff <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	185	18	917	13	13%	26% ***	-0.34
			Do not plan to do	60	6	448	7			
			Plan to do	669	63	4,053	54			
			Done or in progress	135	13	2,062	26			
			Total	1,049	100	7,480	100			
h. Get help with your résumé	CWPResume <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	127	13	746	10	11%	22% ***	-0.29
			Do not plan to do	78	8	473	6			
			Plan to do	728	68	4,590	61			
			Done or in progress	114	11	1,672	22			
			Total	1,047	100	7,481	100			
i. Participate in a mock or practice interview	CWPmock <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	258	25	1,404	19	8%	12% ***	-0.15
			Do not plan to do	146	14	835	11			
			Plan to do	566	53	4,272	57			
			Done or in progress	79	8	971	12			
			Total	1,049	100	7,482	100			
j. Participate in a career fair	CWPcareerfair <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	260	25	1,353	18	11%	18% ***	-0.21
			Do not plan to do	101	10	805	11			
			Plan to do	577	55	3,972	53			
			Done or in progress	109	11	1,358	18			
			Total	1,047	100	7,488	100			
k. Complete a paid internship	CWPpaid <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	199	19	1,215	16	4%	6% **	-0.09
			Do not plan to do	58	6	380	5			
			Plan to do	755	71	5,413	73			
			Done or in progress	35	4	488	6			
			Total	1,047	100	7,496	100			
l. Network with alumni or professionals in a field related to your career interests	CWPalumni <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	270	26	1,457	20	5%	8% ***	-0.11
			Do not plan to do	76	7	466	6			
			Plan to do	640	62	4,889	66			
			Done or in progress	53	5	646	8			
			Total	1,039	100	7,458	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	227	23	1,300	17	1.4	1.5 *	-0.10
		1	Very little	102	10	736	10			
		2	Some	122	12	839	11			
		3	Quite a bit	74	7	473	6			
		4	Very much	57	6	476	6			
		—	Not working for pay	438	43	3,590	50			
			Total	1,020	100	7,414	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 280 first-year student(s) and 542 senior(s). Responses are provided in your NSSE24 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		
				Cal State Fullerton		Large Institutions		Cal State Fullerton	Large Institutions	
				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	37	2	286	3	2.7	2.9 ***	-0.19
		1	Very little	153	10	771	7			
		2	Some	433	28	2,467	22			
		3	Quite a bit	504	32	3,631	32			
		4	Very much	436	28	4,100	36			
		Total		1,563	100	11,255	100			
b. What you are learning at this institution is relevant to your career plans	CWPrelevant	0	Not at all	16	1	153	1	3.0	3.1 ***	-0.12
		1	Very little	76	5	430	4			
		2	Some	355	23	2,171	20			
		3	Quite a bit	563	36	3,736	34			
		4	Very much	549	34	4,736	41			
		Total		1,559	100	11,226	100			
c. You know where to go with questions about your career plans or further education	CWPquestions	0	Not at all	68	4	454	4	2.6	2.8 ***	-0.17
		1	Very little	199	13	1,083	10			
		2	Some	450	29	2,688	24			
		3	Quite a bit	451	29	3,378	30			
		4	Very much	388	24	3,630	31			
		Total		1,556	100	11,233	100			
d. You can describe the knowledge, skills, and experiences that are necessary for your career plans	CWPdescribe	0	Not at all	20	1	152	1	2.8	3.0 ***	-0.22
		1	Very little	104	7	486	4			
		2	Some	407	27	2,268	20			
		3	Quite a bit	589	38	4,094	36			
		4	Very much	434	28	4,222	37			
		Total		1,554	100	11,222	100			
e. You have received supportive feedback from faculty or other advisors about your career plans	CWPfeedback	0	Not at all	126	8	941	9	2.3	2.5 ***	-0.16
		1	Very little	265	17	1,403	13			
		2	Some	439	29	2,706	24			
		3	Quite a bit	407	26	2,991	27			
		4	Very much	321	20	3,170	28			
		Total		1,558	100	11,211	100			
f. You have a mentor in your area of interest who shares a similar background as you	CWPmentor	0	Not at all	430	28	2,668	24	1.7	1.9 ***	-0.17
		1	Very little	300	19	1,735	16			
		2	Some	363	24	2,466	22			
		3	Quite a bit	241	15	2,023	18			
		4	Very much	222	14	2,318	20			
		Total		1,556	100	11,210	100			
2. To what extent have the following influenced your career plans?										
a. Advice from family or friends	CWPfamily	0	Not at all	134	9	909	8	2.4	2.5	-0.04
		1	Very little	204	13	1,451	13			
		2	Some	415	27	3,039	27			
		3	Quite a bit	405	26	2,952	27			
		4	Very much	362	23	2,613	23			
		—	Not applicable	38	2	250	2			
Total		1,558	100	11,214	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		
				Cal State Fullerton		Large Institutions		Cal State Fullerton	Large Institutions	Effect size ^d
				Count	%	Count	%	Mean	Mean	
b. Interactions with a faculty member	CWPinterfac	0	Not at all	217	14	1,599	14	2.0	2.1	-.04
		1	Very little	294	19	1,832	17			
		2	Some	448	29	3,227	29			
		3	Quite a bit	345	22	2,371	21			
		4	Very much	204	13	1,656	14			
		—	Not applicable	48	3	509	4			
Total				1,556	100	11,194	100			
c. Interactions with advisors, success coaches, and/or career services staff	CWPinteradv	0	Not at all	348	23	2,337	22	1.6	1.7 **	-.08
		1	Very little	347	22	2,345	22			
		2	Some	370	24	2,773	24			
		3	Quite a bit	205	13	1,728	15			
		4	Very much	147	9	1,274	11			
		—	Not applicable	140	9	744	6			
Total				1,557	100	11,201	100			
d. Co-curricular activities (student organizations or clubs, campus publications, student government, fraternity or sorority, intercollegiate or intramural sports, etc.)	CWPcocurr	0	Not at all	437	28	3,004	27	1.5	1.5 *	-.07
		1	Very little	252	17	1,684	15			
		2	Some	244	16	1,893	17			
		3	Quite a bit	163	10	1,270	12			
		4	Very much	145	9	1,119	10			
		—	Not applicable	314	19	2,227	18			
Total				1,555	100	11,197	100			
e. Internship, co-op, field experience, student teaching, or clinical placement	CWPintern	0	Not at all	294	20	1,986	18	2.0	2.2 ***	-.15
		1	Very little	187	12	981	9			
		2	Some	242	16	1,775	16			
		3	Quite a bit	275	17	1,909	17			
		4	Very much	268	17	2,388	22			
		—	Not applicable	285	18	2,150	19			
Total				1,551	100	11,189	100			
f. Work experience (on- or off-campus job or prior employment)	CWPwork	0	Not at all	177	12	1,243	12	2.4	2.5 ***	-.10
		1	Very little	188	12	1,059	10			
		2	Some	325	21	2,263	20			
		3	Quite a bit	338	21	2,433	22			
		4	Very much	376	24	3,233	29			
		—	Not applicable	148	9	947	8			
Total				1,552	100	11,178	100			
g. Career fairs, workshops, or course-based exploration of career options	CWPfairs	0	Not at all	355	23	2,659	24	1.6	1.6	-.05
		1	Very little	260	17	1,868	17			
		2	Some	343	23	2,432	22			
		3	Quite a bit	194	13	1,377	12			
		4	Very much	110	7	1,111	10			
		—	Not applicable	287	18	1,727	14			
Total				1,549	100	11,174	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		
				Cal State Fullerton		Large Institutions		Cal State Fullerton	Large Institutions	Effect size ^d
				Count	%	Count	%	Mean	Mean	
h. Expected job salary and availability	CWPjobsalary	0	Not at all	161	10	980	2.3	2.5 ***	-0.16	
		1	Very little	204	13	1,128				
		2	Some	430	28	2,981				
		3	Quite a bit	380	25	2,997				
		4	Very much	294	19	2,591				
		—	Not applicable	84	5	492				
		Total		1,553	100	11,169				100
i. Fit for your interests and abilities	CWPability	0	Not at all	74	5	272	2.8	3.1 ***	-0.33	
		1	Very little	102	7	423				
		2	Some	355	23	1,951				
		3	Quite a bit	472	30	3,732				
		4	Very much	513	32	4,577				
		—	Not applicable	37	2	227				
		Total		1,553	100	11,182				100
j. Desire to impact or support my community	CWPimpact	0	Not at all	101	7	474	2.6	2.9 ***	-0.22	
		1	Very little	154	10	719				
		2	Some	357	24	2,371				
		3	Quite a bit	413	26	3,070				
		4	Very much	471	29	4,280				
		—	Not applicable	56	4	258				
		Total		1,552	100	11,172				100
k. Desire to make a difference in broader society	CWPsociety	0	Not at all	102	7	466	2.6	2.9 ***	-0.24	
		1	Very little	147	10	734				
		2	Some	367	24	2,266				
		3	Quite a bit	406	25	3,041				
		4	Very much	474	30	4,415				
		—	Not applicable	59	4	264				
		Total		1,555	100	11,186				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	59	4	387	2.6	2.7 ***	-0.16	
		1	Very little	169	11	831				
		2	Some	494	32	2,974				
		3	Quite a bit	438	28	3,623				
		4	Very much	370	23	3,113				
		—	Not applicable	23	2	207				
		Total		1,553	100	11,135				100
b. Demonstrate effective work habits (punctuality, working productively with others, time and workload management, etc.)	CWPhabits	0	Not at all	28	2	122	3.0	3.2 ***	-0.24	
		1	Very little	80	5	335				
		2	Some	321	21	1,727				
		3	Quite a bit	526	34	3,751				
		4	Very much	588	37	5,099				
		—	Not applicable	11	1	85				
		Total		1,554	100	11,119				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		
				Cal State Fullerton		Large Institutions		Cal State Fullerton	Large Institutions	Effect size ^d
				Count	%	Count	%	Mean	Mean	
c. Network with alumni or professionals to make potential career connections	CWPnetwork	0	Not at all	160	10	920	8	2.1	2.3 ***	-0.17 ▽
		1	Very little	318	20	1,766	16			
		2	Some	474	31	3,208	29			
		3	Quite a bit	298	19	2,540	23			
		4	Very much	264	17	2,378	21			
		—	Not applicable	38	2	306	2			
Total				1,552	100	11,118	100			
d. Communicate your knowledge, skills, and experiences to potential employers	CWPcommunicate	0	Not at all	55	4	283	2	2.6	2.9 ***	-0.24 ▽
		1	Very little	151	10	730	7			
		2	Some	475	31	2,647	24			
		3	Quite a bit	464	30	3,704	33			
		4	Very much	388	25	3,613	33			
		—	Not applicable	17	1	138	1			
Total				1,550	100	11,115	100			
e. Use career-specific technology (devices, programs, or tools used by those in the field)	CWPtech	0	Not at all	51	3	289	3	2.7	2.9 ***	-0.20 ▽
		1	Very little	147	9	744	7			
		2	Some	461	30	2,694	24			
		3	Quite a bit	467	30	3,671	33			
		4	Very much	398	26	3,524	32			
		—	Not applicable	24	2	184	2			
Total				1,548	100	11,106	100			
f. Work effectively with people of other backgrounds (economic, racial/ethnic, political, religious, nationality, etc.)	CWPdiverse	0	Not at all	28	2	117	1	3.2	3.3 ***	-0.21 ▽
		1	Very little	52	4	274	2			
		2	Some	264	17	1,370	12			
		3	Quite a bit	462	30	3,397	30			
		4	Very much	731	47	5,854	54			
		—	Not applicable	13	1	100	1			
Total				1,550	100	11,112	100			
g. Address ethical issues you might face in your career	CWPethics	0	Not at all	36	3	207	2	2.9	3.1 ***	-0.19 ▽
		1	Very little	116	7	445	4			
		2	Some	364	24	2,269	20			
		3	Quite a bit	480	31	3,779	34			
		4	Very much	530	34	4,274	39			
		—	Not applicable	27	2	140	1			
Total				1,553	100	11,114	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	77	5	479	5	3.0	3.1	-0.05
		2	Sometimes	341	23	2,389	22			
		3	Often	566	37	3,929	35			
		4	Very often	558	35	4,291	38			
		Total				1,542	100			
b. Researched a career interest, a potential employer, or the job market	CWPresearch	1	Never	192	13	1,489	14	2.7	2.7	-0.01
		2	Sometimes	496	33	3,352	31			
		3	Often	477	31	3,234	28			
		4	Very often	379	24	3,010	27			
		Total				1,544	100			

Seniors

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				Cal State Fullerton		Large Institutions		Cal State Fullerton	Large Institutions	Effect size ^d
				Count	%	Count	%	Mean	Mean	
c. Learned about a career or industry from practicing professionals	CWPpractice	1	Never	149	10	1,138	2.7	2.7	.00	
		2	Sometimes	471	31	3,310				
		3	Often	513	33	3,484				
		4	Very often	406	26	3,127				
		Total		1,539	100	11,059				100
d. Observed employees in action at a place of work (clinics, offices, schools, etc.)	CWPobserve	1	Never	473	31	3,329	2.3	2.3	-.03	
		2	Sometimes	411	27	2,710				
		3	Often	346	23	2,345				
		4	Very often	309	19	2,683				
		Total		1,539	100	11,067				100
e. Connected your learning to how you can impact your community and society	CWPconnect	1	Never	187	13	1,044	2.7	2.8 ***	-0.11	
		2	Sometimes	476	32	3,115				
		3	Often	486	31	3,627				
		4	Very often	396	24	3,292				
		Total		1,545	100	11,078				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		Have not decided	230	15	1,530	24%	25%	-.02	
			Do not plan to do	569	37	4,366				
			Plan to do	359	24	2,366				
			Done or in progress	389	24	2,791				
			Total	1,547	100	11,053				100
b. Complete a career profile or self-assessment to identify occupations that match your strengths and interests	CWPprofile		Have not decided	203	13	1,342	27%	31% **	-0.09	
			Do not plan to do	461	30	3,401				
			Plan to do	445	29	2,893				
			Done or in progress	437	27	3,393				
			Total	1,546	100	11,029				100
c. Attend a talk, panel discussion, or workshop about careers	CWPtalk		Have not decided	225	15	1,421	28%	32% ***	-0.10	
			Do not plan to do	401	26	3,268				
			Plan to do	481	31	2,965				
			Done or in progress	434	28	3,389				
			Total	1,541	100	11,043				100
d. Discuss your career interests with a faculty member	CWPfaculty		Have not decided	188	12	1,233	35%	42% ***	-0.14	
			Do not plan to do	325	21	2,278				
			Plan to do	487	32	3,039				
			Done or in progress	544	35	4,502				
			Total	1,544	100	11,052				100
e. Interview or shadow someone in a career that you are considering	CWPinterview		Have not decided	237	16	1,526	26%	32% ***	-0.13	
			Do not plan to do	326	22	2,417				
			Plan to do	556	37	3,633				
			Done or in progress	421	26	3,473				
			Total	1,540	100	11,049				100
f. Participate in a major- or career-related co-curricular activity (student organization, professional or honor society, etc.)	CWPmajor		Have not decided	264	17	1,633	26%	33% ***	-0.16	
			Do not plan to do	524	34	3,624				
			Plan to do	346	23	2,345				
			Done or in progress	407	26	3,431				
			Total	1,541	100	11,033				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		
				Cal State Fullerton		Large Institutions		Cal State Fullerton	Large Institutions	Effect size ^d
				Count	%	Count	%	Mean	Mean	
g. Meet with an advisor, success coach, and/or career services staff member to explore your interests and plan your future	CWPmeetstaff <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	196	13	1,243	11	28%	35% ***	-0.16 ▽
			Do not plan to do	371	25	2,808	26			
			Plan to do	525	34	3,134	27			
			Done or in progress	448	28	3,845	35			
			Total	1,540	100	11,030	100			
h. Get help with your résumé	CWPResume <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	131	9	864	8	35%	46% ***	-0.22 ▽
			Do not plan to do	269	18	1,942	17			
			Plan to do	596	39	3,422	30			
			Done or in progress	548	35	4,826	46			
			Total	1,544	100	11,054	100			
i. Participate in a mock or practice interview	CWPmock <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	235	15	1,455	13	19%	27% ***	-0.20 ▽
			Do not plan to do	460	30	3,261	30			
			Plan to do	547	36	3,348	30			
			Done or in progress	295	19	2,967	27			
			Total	1,537	100	11,031	100			
j. Participate in a career fair	CWPcareerfair <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	234	15	1,381	12	24%	35% ***	-0.24 ▽
			Do not plan to do	408	26	3,101	28			
			Plan to do	530	35	3,012	26			
			Done or in progress	367	24	3,530	35			
			Total	1,539	100	11,024	100			
k. Complete a paid internship	CWPpaid <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	262	17	1,589	14	19%	26% ***	-0.18 ▽
			Do not plan to do	388	25	3,305	29			
			Plan to do	596	39	3,507	31			
			Done or in progress	293	19	2,645	26			
			Total	1,539	100	11,046	100			
l. Network with alumni or professionals in a field related to your career interests	CWPalumni <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	268	17	1,672	15	19%	27% ***	-0.18 ▽
			Do not plan to do	276	18	2,086	18			
			Plan to do	695	46	4,474	40			
			Done or in progress	297	19	2,772	27			
			Total	1,536	100	11,004	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	273	18	1,831	17	2.0	2.2 **	-0.08 ▽
		1	Very little	162	11	1,071	10			
		2	Some	252	17	1,606	15			
		3	Quite a bit	200	13	1,348	12			
		4	Very much	300	19	2,511	22			
		—	Not working for pay	333	22	2,629	25			
			Total	1,520	100	10,996	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 280 first-year student(s) and 542 senior(s). Responses are provided in your NSSE24 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
		Cal State Fullerton	Large Institutions	Cal State Fullerton	Large Institutions	Cal State Fullerton	Large Institutions			
	Comparisons with: Large Institutions									
CWPidea	1,069	2.55	2.71	.032	.010	1.05	1.02	1,270	.000	-.16
CWPrelevant	1,067	2.77	2.91	.029	.009	.94	.92	1,271	.000	-.16
CWPquestions	1,066	2.45	2.69	.035	.010	1.14	1.04	1,244	.000	-.22
CWPdescribe	1,061	2.49	2.71	.031	.009	1.02	.96	1,246	.000	-.23
CWPfeedback	1,064	2.05	2.39	.037	.011	1.19	1.14	12,115	.000	-.30
CWPmentor	1,065	1.57	1.82	.040	.013	1.31	1.35	12,111	.000	-.18
CWPfamily	1,050	2.61	2.54	.037	.011	1.19	1.13	1,237	.069	.06
CWPinterfac	967	1.56	1.78	.040	.012	1.23	1.20	1,142	.000	-.18
CWPinteradvis	904	1.46	1.78	.042	.012	1.27	1.22	1,053	.000	-.26
CWPcocurr	835	1.32	1.60	.044	.013	1.28	1.30	10,354	.000	-.22
CWPintern	742	1.23	1.56	.048	.015	1.32	1.35	893	.000	-.25
CWPwork	844	1.69	1.80	.047	.015	1.37	1.39	9,828	.033	-.08
CWPfairs	820	1.38	1.56	.044	.013	1.25	1.24	10,119	.000	-.14
CWPjobsalary	966	2.25	2.39	.040	.012	1.24	1.19	11,387	.000	-.12
CWPability	1,024	2.77	3.01	.035	.009	1.12	.98	1,175	.000	-.24
CWPimpact	1,013	2.50	2.75	.040	.011	1.26	1.12	1,169	.000	-.22
CWPscociety	1,003	2.45	2.75	.040	.011	1.27	1.14	1,158	.000	-.27
CWPobstacle	1,037	2.47	2.67	.031	.009	1.00	.97	11,857	.000	-.21
CWP habits	1,040	2.79	2.92	.029	.009	.95	.94	11,901	.000	-.13
CWPnetwork	995	1.90	2.15	.038	.011	1.19	1.14	11,666	.000	-.22
CWPcommunicate	1,021	2.31	2.54	.036	.010	1.14	1.04	1,187	.000	-.22
CWPtech	1,015	2.37	2.56	.035	.010	1.12	1.05	1,189	.000	-.18
CWPdiverse	1,037	3.03	3.17	.032	.009	1.02	.91	1,199	.000	-.15
CWPethics	1,019	2.57	2.81	.034	.010	1.10	1.00	1,183	.000	-.24
CWPanalyze	1,053	2.60	2.71	.028	.008	.92	.89	1,248	.000	-.13
CWPresearch	1,052	2.23	2.45	.030	.009	.98	.97	11,951	.000	-.23
CWPpractice	1,053	2.19	2.45	.030	.009	.96	.97	1,265	.000	-.27
CWPobserve	1,052	1.91	2.03	.030	.010	.98	1.04	1,290	.000	-.11
CWPconnect	1,051	2.34	2.56	.028	.009	.92	.92	11,963	.000	-.23

*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 ^f		Standard deviation ^g		DF ^h	Sig. ⁱ	Effect size ^d
		Cal State Fullerton	Large Institutions	Cal State Fullerton	Large Institutions	Cal State Fullerton	Large Institutions			
CWPcourse ^k	1069	7%	13%	.008	.003	--	--	--	-7.919	-.22
CWPprofile ^k	1067	10%	21%	.009	.004	--	--	--	-10.164	-.29
CWPtalk ^k	1066	10%	17%	.009	.004	--	--	--	-7.074	-.21
CWPfaculty ^k	1061	14%	24%	.011	.004	--	--	--	-8.577	-.25
CWPinterview ^k	1064	6%	12%	.007	.003	--	--	--	-7.944	-.22
CWPmajor ^k	1065	10%	17%	.009	.004	--	--	--	-7.735	-.22
CWPmeetstaff ^k	1050	13%	26%	.010	.004	--	--	--	-11.972	-.34
CWPpresume ^k	967	11%	22%	.010	.004	--	--	--	-10.289	-.29
CWPmock ^k	904	8%	12%	.008	.003	--	--	--	-5.093	-.15
CWPcareerfair ^k	835	11%	18%	.010	.004	--	--	--	-7.136	-.21
CWPpaid ^k	742	4%	6%	.006	.002	--	--	--	-3.177	-.09
CWPalumni ^k	844	5%	8%	.007	.003	--	--	--	-3.667	-.11
CWPworkpay	585	1.35	1.49	.056	.019	1.36	1.38	6,000	.022	-.10

*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
		Cal State Fullerton	Large Institutions	Cal State Fullerton	Large Institutions	Cal State Fullerton	Large Institutions			
		Comparisons with: Large Institutions								
CWPidea	1,565	2.73	2.92	.026	.008	1.05	1.05	1,863	.000	-.19
CWPrelevant	1,562	2.97	3.08	.024	.007	.94	.95	18,599	.000	-.12
CWPquestions	1,559	2.56	2.75	.028	.009	1.12	1.12	18,609	.000	-.17
CWPdescribe	1,557	2.84	3.04	.024	.007	.95	.94	1,845	.000	-.22
CWPfeedback	1,562	2.33	2.52	.030	.010	1.20	1.26	1,886	.000	-.16
CWPmentor	1,559	1.70	1.94	.035	.011	1.39	1.46	18,564	.000	-.17
CWPfamily	1,524	2.42	2.46	.032	.009	1.24	1.21	18,163	.184	-.04
CWPinterfac	1,513	2.00	2.05	.032	.010	1.24	1.26	17,747	.170	-.04
CWPinteradvis	1,426	1.60	1.70	.034	.010	1.27	1.30	17,330	.005	-.08
CWPocurr	1,257	1.45	1.55	.039	.012	1.38	1.40	15,132	.024	-.07
CWPintern	1,268	1.98	2.21	.041	.013	1.46	1.49	1,518	.000	-.15
CWPwork	1,410	2.37	2.50	.036	.011	1.34	1.36	16,948	.000	-.10
CWPfairs	1,273	1.55	1.62	.036	.011	1.27	1.34	1,529	.096	-.05
CWPjobsalary	1,475	2.29	2.49	.032	.010	1.24	1.22	17,726	.000	-.16
CWPability	1,520	2.80	3.12	.029	.007	1.12	.97	1,731	.000	-.33
CWPimpact	1,500	2.63	2.89	.031	.009	1.22	1.14	1,743	.000	-.22
CWPscociety	1,498	2.64	2.91	.031	.009	1.22	1.13	1,741	.000	-.24
CWPobstacle	1,531	2.57	2.75	.028	.008	1.09	1.06	1,811	.000	-.16
CWP habits	1,546	3.00	3.21	.025	.007	.99	.89	18,282	.000	-.24
CWPnetwork	1,517	2.13	2.34	.032	.010	1.23	1.22	1,806	.000	-.17
CWPcommunicate	1,535	2.63	2.88	.027	.008	1.07	1.02	1,803	.000	-.24
CWPtech	1,527	2.67	2.87	.027	.008	1.07	1.03	1,798	.000	-.20
CWPdiverse	1,540	3.17	3.35	.025	.007	.97	.85	1,764	.000	-.21
CWPethics	1,526	2.87	3.06	.027	.007	1.05	.96	1,765	.000	-.19
CWPanalyze	1,545	3.03	3.07	.022	.007	.88	.88	18,361	.073	-.05
CWPresearch	1,546	2.66	2.68	.025	.008	.98	1.02	1,868	.576	-.01
CWPpractice	1,542	2.75	2.75	.024	.008	.95	.98	1,856	.989	.00
CWPobserve	1,541	2.30	2.33	.028	.009	1.10	1.15	1,862	.307	-.03
CWPconnect	1,548	2.67	2.78	.025	.008	.98	.98	18,345	.000	-.11

Seniors

Variable name	N	Mean		Standard error ^f		Standard deviation ^g		DF ^h	Sig. ⁱ	Effect size ^d
		Cal State Fullerton	Large Institutions	Cal State Fullerton	Large Institutions	Cal State Fullerton	Large Institutions			
	Comparisons with: Large Institutions									
CWPcourse ^k	1565	24%	25%	.011	.003	--	--	--	-.904	-.02
CWPprofile ^k	1562	27%	31%	.011	.004	--	--	--	-3.289	-.09
CWPtalk ^k	1559	28%	32%	.011	.004	--	--	--	-3.859	-.10
CWPfaculty ^k	1557	35%	42%	.012	.004	--	--	--	-5.461	-.14
CWPinterview ^k	1562	26%	32%	.011	.004	--	--	--	-4.946	-.13
CWPmajor ^k	1559	26%	33%	.011	.004	--	--	--	-6.044	-.16
CWPmeetstaff ^k	1524	28%	35%	.011	.004	--	--	--	-6.156	-.16
CWPpresume ^k	1513	35%	46%	.012	.004	--	--	--	-8.597	-.22
CWPmock ^k	1426	19%	27%	.010	.003	--	--	--	-8.112	-.20
CWPcareerfair ^k	1257	24%	35%	.011	.004	--	--	--	-9.442	-.24
CWPpaid ^k	1268	19%	26%	.010	.003	--	--	--	-7.079	-.18
CWPalumni ^k	1410	19%	27%	.010	.003	--	--	--	-7.209	-.18
CWPworkpay	1,192	2.05	2.17	.043	.014	1.49	1.52	1,439	.008	-.08

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.