
NSSE 2022 Topical Module Report

Career & Workforce Preparation

Western Michigan 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.

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NSSE 2022 Career & Workforce Preparation

Frequencies and Statistical Comparisons

Western Michigan University

First-Year Students

				Frequency Distributions ^a				Statistical Comparisons ^b			
				WMU		Doctoral/High		WMU		Doctoral/High	
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	8	4	129	4	2.6	2.7	-.07	
		1	Very little	19	8	339	9				
		2	Some	66	34	1,039	29				
		3	Quite a bit	62	31	1,147	33				
		4	Very much	46	23	837	26				
			Total	201	100	3,491	100				
b. Your experience at this institution has helped clarify your career plans	CWPclarify	0	Not at all	17	9	182	5	2.3	2.4	-.08	
		1	Very little	23	10	467	13				
		2	Some	71	36	1,230	34				
		3	Quite a bit	67	33	1,043	30				
		4	Very much	25	13	521	17				
			Total	203	100	3,443	100				
c. What you are learning at this institution is relevant to your career plans	CWPrelevant	0	Not at all	4	2	70	2	2.9	2.8	.10	
		1	Very little	8	4	209	6				
		2	Some	46	22	937	26				
		3	Quite a bit	82	40	1,301	38				
		4	Very much	62	31	947	28				
			Total	202	100	3,464	100				
d. You know where to go with questions about your career plans or further education	CWPquestions	0	Not at all	9	4	152	5	2.6	2.6	.01	
		1	Very little	30	14	369	11				
		2	Some	44	23	979	29				
		3	Quite a bit	68	34	1,099	31				
		4	Very much	50	25	857	25				
			Total	201	100	3,456	100				
e. You can describe the knowledge, skills, and experiences that are necessary for your career plans	CWPdescribe	0	Not at all	8	3	83	2	2.6	2.6	-.02	
		1	Very little	17	8	336	10				
		2	Some	59	31	1,078	30				
		3	Quite a bit	80	40	1,249	36				
		4	Very much	37	18	705	21				
			Total	201	100	3,451	100				
f. You have received supportive feedback from faculty or other advisors about your career plans	CWPfeedback	0	Not at all	21	10	265	8	2.3	2.3	-.02	
		1	Very little	27	13	537	15				
		2	Some	57	29	1,044	30				
		3	Quite a bit	61	30	999	29				
		4	Very much	35	18	601	19				
			Total	201	100	3,446	100				
2. To what extent have the following influenced your career plans?											
a. Interest or passion for the work	CWPinterest	0	Not at all	1	1	58	2	3.1	3.1	.08	
		1	Very little	10	5	145	5				
		2	Some	35	18	664	19				
		3	Quite a bit	67	34	1,225	34				
		4	Very much	85	42	1,319	39				
		—	Not applicable	1	0	27	1				
			Total	199	100	3,438	100				

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Frequencies and Statistical Comparisons

Western Michigan University

First-Year Students

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				WMU		Doctoral/High		WMU	Doctoral/High	Effect size ^d
				Count	%	Count	%	Mean	Mean	
b. Fit for your skills and abilities	CWPfit	0	Not at all	0	0	37	1	3.1	3.0	.10
		1	Very little	7	4	126	4			
		2	Some	42	22	778	23			
		3	Quite a bit	80	39	1,393	39			
		4	Very much	67	35	1,070	32			
		—	Not applicable	1	0	25	1			
		Total		197	100	3,429	100			
c. Advice from family or friends	CWPfamily	0	Not at all	7	4	177	6	2.6	2.5 *	.14
		1	Very little	13	7	434	14			
		2	Some	70	35	1,022	29			
		3	Quite a bit	58	29	1,008	28			
		4	Very much	47	24	757	22			
		—	Not applicable	2	1	37	1			
		Total		197	100	3,435	100			
d. Advice from a high school teacher or counselor	CWPhighschool	0	Not at all	43	22	637	19	1.9	1.9	-.02
		1	Very little	39	19	694	20			
		2	Some	47	25	880	25			
		3	Quite a bit	33	16	641	19			
		4	Very much	32	16	446	13			
		—	Not applicable	4	2	132	4			
		Total		198	100	3,430	100			
e. Interactions with a faculty member or academic advisor	CWPadvisor	0	Not at all	29	14	526	15	2.1	2.0	.07
		1	Very little	35	18	646	19			
		2	Some	51	26	1,029	29			
		3	Quite a bit	51	26	715	21			
		4	Very much	26	13	417	13			
		—	Not applicable	6	3	101	3			
		Total		198	100	3,434	100			
f. Interactions with career coach or career advisor	CWPcoach (Comparison data are limited to NSSE 2022.)	0	Not at all	57	28	828	25	1.5	1.6	-.10
		1	Very little	36	19	623	18			
		2	Some	29	16	697	20			
		3	Quite a bit	25	12	455	14			
		4	Very much	17	9	294	9			
		—	Not applicable	32	17	530	15			
		Total		196	100	3,427	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	62	31	834	26	1.5	1.6	-.07
		1	Very little	29	15	543	15			
		2	Some	34	18	718	19			
		3	Quite a bit	27	14	490	14			
		4	Very much	21	10	337	10			
		—	Not applicable	24	12	507	16			
		Total		197	100	3,429	100			

NSSE 2022 Career & Workforce Preparation

Frequencies and Statistical Comparisons

Western Michigan University

First-Year Students

				Frequency Distributions ^a				Statistical Comparisons ^b		
				WMU		Doctoral/High		WMU	Doctoral/High	
Item wording or description	Variable name	Values ^c	Response options	Count	%	Count	%	Mean	Mean	Effect size ^d
h. Internship, co-op, field experience, student teaching, or clinical placement	CWPintern	0	Not at all	52	26	761	24	1.4	1.6	-.14
		1	Very little	25	13	424	12			
		2	Some	24	12	554	15			
		3	Quite a bit	22	11	443	13			
		4	Very much	14	7	308	9			
		—	Not applicable	61	31	931	27			
		Total	198	100	3,421	100				
i. Work experience (on- or off-campus job or prior employment)	CWPwork	0	Not at all	49	25	665	21	1.7	1.8	-.11
		1	Very little	26	13	453	13			
		2	Some	45	23	698	18			
		3	Quite a bit	27	13	571	16			
		4	Very much	24	12	453	13			
		—	Not applicable	27	14	584	17			
		Total	198	100	3,424	100				
j. Career fairs, workshops, or course-based exploration of career options	CWPfairs	0	Not at all	52	26	805	25	1.5	1.5	-.02
		1	Very little	31	15	549	16			
		2	Some	39	20	759	20			
		3	Quite a bit	26	14	463	13			
		4	Very much	13	7	245	8			
		—	Not applicable	35	18	605	19			
		Total	196	100	3,426	100				
k. Expected availability of jobs in the field	CWPjobs	0	Not at all	26	13	434	13	2.4	2.2 *	.16 Δ
		1	Very little	20	10	423	12			
		2	Some	44	22	980	28			
		3	Quite a bit	57	28	851	24			
		4	Very much	40	22	524	16			
		—	Not applicable	10	5	211	6			
		Total	197	100	3,423	100				
l. Potential salary or earnings	CWPsalary	0	Not at all	19	9	294	9	2.5	2.4	.05
		1	Very little	17	9	358	10			
		2	Some	56	28	948	28			
		3	Quite a bit	57	29	943	27			
		4	Very much	43	23	767	22			
		—	Not applicable	5	3	119	4			
		Total	197	100	3,429	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.)	CWPhabits	0	Not at all	4	2	35	1	3.1	3.0	.04
		1	Very little	4	2	130	4			
		2	Some	41	21	717	22			
		3	Quite a bit	69	36	1,252	35			
		4	Very much	77	39	1,253	37			
		—	Not applicable	0	0	21	1			
		Total	195	100	3,408	100				

NSSE 2022 Career & Workforce Preparation

Frequencies and Statistical Comparisons

Western Michigan University

First-Year Students

				Frequency Distributions ^a				Statistical Comparisons ^b		
				WMU		Doctoral/High		WMU	Doctoral/High	
Item wording or description	Variable name	Values ^c	Response options	Count	%	Count	%	Mean	Mean	Effect size ^d
b. Network with alumni or professionals to make potential career connections	CWPnetwork	0	Not at all	14	7	232	7	2.2	2.3	-.03
		1	Very little	35	17	594	17			
		2	Some	59	31	1,117	32			
		3	Quite a bit	62	32	820	23			
		4	Very much	20	11	560	17			
		—	Not applicable	5	3	86	3			
		Total	195	100	3,409	100				
c. Communicate your knowledge, skills, and experiences to potential employers	CWPcommunicate	0	Not at all	6	3	91	3	2.6	2.7	-.01
		1	Very little	15	8	295	9			
		2	Some	58	29	1,014	29			
		3	Quite a bit	77	40	1,157	34			
		4	Very much	37	20	797	23			
		—	Not applicable	0	0	50	1			
		Total	193	100	3,404	100				
d. Use career-specific technology (devices, programs, or tools used by those in the field)	CWPtech	0	Not at all	9	4	110	4	2.6	2.7	-.03
		1	Very little	16	8	314	9			
		2	Some	60	31	1,030	29			
		3	Quite a bit	66	34	1,072	32			
		4	Very much	41	22	807	24			
		—	Not applicable	2	1	70	2			
		Total	194	100	3,403	100				
e. Work effectively with people of other backgrounds (economic, racial/ethnic, political, religious, nationality, etc.)	CWPdiverse	0	Not at all	3	2	39	1	3.2	3.2	-.02
		1	Very little	5	2	108	4			
		2	Some	27	14	491	15			
		3	Quite a bit	72	37	1,067	32			
		4	Very much	88	44	1,664	47			
		—	Not applicable	0	0	33	1			
		Total	195	100	3,402	100				
f. Address ethical issues you might face in your career	CWPethics	0	Not at all	5	3	68	2	2.9	2.9	.01
		1	Very little	8	4	205	6			
		2	Some	45	23	798	24			
		3	Quite a bit	73	37	1,149	33			
		4	Very much	59	30	1,128	33			
		—	Not applicable	4	2	49	1			
		Total	194	100	3,397	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	22	12	292	9	2.7	2.7	-.04
		2	Sometimes	57	29	1,079	32			
		3	Often	73	39	1,287	37			
		4	Very often	41	21	728	22			
		Total	193	100	3,386	100				
b. Researched a career interest, a potential employer, or the job market	CWPresearch	1	Never	54	28	821	24	2.2	2.4	-.12
		2	Sometimes	62	33	1,104	33			
		3	Often	52	27	917	27			
		4	Very often	25	12	543	16			
		Total	193	100	3,385	100				

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Frequencies and Statistical Comparisons

Western Michigan University

First-Year Students

				Frequency Distributions ^a				Statistical Comparisons ^b		
				WMU		Doctoral/High		WMU	Doctoral/High	
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	41	21	717	22	2.4	2.4	-.02
		2	Sometimes	60	32	1,115	33			
		3	Often	67	36	998	29			
		4	Very often	24	12	558	17			
		Total	192	100	3,388	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	53	27	827	25	12%	12%	.01
			Do not plan to do	35	18	546	16			
			Plan to do	78	43	1,562	47			
			Done or in progress	25	12	445	12			
		Total	191	100	3,380	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	32	17	596	18	29%	17% *** Δ	.29
			Do not plan to do	34	17	484	14			
			Plan to do	70	37	1,710	52			
			Done or in progress	55	29	586	17			
		Total	191	100	3,376	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	51	28	640	21	14%	13%	.05
			Do not plan to do	35	17	443	14			
			Plan to do	79	41	1,788	53			
			Done or in progress	27	14	502	13			
		Total	192	100	3,373	100				
d. Discuss your career interests with a faculty member	CWPfaculty (Means indicate the percentage who responded "Done or in progress.")		Have not decided	34	18	489	16	27%	23%	.08
			Do not plan to do	17	9	278	9			
			Plan to do	89	47	1,759	51			
			Done or in progress	51	27	847	23			
		Total	191	100	3,373	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	43	23	511	16	11%	11%	-.01
			Do not plan to do	10	6	187	6			
			Plan to do	118	60	2,302	66			
			Done or in progress	21	11	374	11			
		Total	192	100	3,374	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	49	25	747	23	21%	13% ** Δ	.21
			Do not plan to do	27	15	347	12			
			Plan to do	73	38	1,783	52			
			Done or in progress	41	21	489	13			
		Total	190	100	3,366	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	56	29	664	20	15%	13%	.04
			Do not plan to do	23	12	308	9			
			Plan to do	85	45	1,909	57			
			Done or in progress	27	15	486	13			
		Total	191	100	3,367	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	57	30	679	22	11%	10%	.04
			Do not plan to do	35	18	362	11			
			Plan to do	76	41	1,967	58			
			Done or in progress	22	11	361	10			
		Total	190	100	3,369	100				

NSSE 2022 Career & Workforce Preparation

Frequencies and Statistical Comparisons

Western Michigan University

First-Year Students

				Frequency Distributions ^a				Statistical Comparisons ^b		
				WMU		Doctoral/High		WMU	Doctoral/High	
Item wording or description	Variable name	Values ^c	Response options	Count	%	Count	%	Mean	Mean	Effect size ^d
i. Get help with your résumé	CWPresume (Means indicate the percentage who responded "Done or in progress.")		Have not decided	32	17	398	12	28%	20% ** △	.19
			Do not plan to do	18	10	244	8			
			Plan to do	85	44	1,989	60			
			Done or in progress	57	28	738	20			
			Total	192	100	3,369	100			
j. Participate in a mock or practice interview	CWPmock (Means indicate the percentage who responded "Done or in progress.")		Have not decided	48	24	660	21	15%	12%	.09
			Do not plan to do	24	13	446	14			
			Plan to do	90	48	1,860	53			
			Done or in progress	29	15	402	12			
			Total	191	100	3,368	100			
k. Participate in a career fair	CWPcareerfair (Means indicate the percentage who responded "Done or in progress.")		Have not decided	62	30	662	22	17%	15%	.07
			Do not plan to do	26	13	432	14			
			Plan to do	74	39	1,714	50			
			Done or in progress	30	17	564	15			
			Total	192	100	3,372	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	51	26	667	22	7%	9%	-.07
			Do not plan to do	18	10	254	8			
			Plan to do	106	57	2,083	60			
			Done or in progress	15	7	350	9			
			Total	190	100	3,354	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	47	25	643	18	1.3	1.5	-.16
			1 Very little	11	5	351	10			
			2 Some	28	15	359	11			
			3 Quite a bit	6	3	224	7			
			4 Very much	13	7	230	7			
			— Not working for pay	85	46	1,507	47			
			Total	190	100	3,314	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 35 first-year students and 57 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.

NSSE 2022 Career & Workforce Preparation

Frequencies and Statistical Comparisons

Western Michigan University

Seniors

				Frequency Distributions ^a				Statistical Comparisons ^b		
				WMU		Doctoral/High		WMU	Doctoral/High	
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	17	6	88	3	2.8	2.9 *	-.14 ▽
		1	Very little	26	9	233	7			
		2	Some	63	22	784	23			
		3	Quite a bit	80	27	1,060	30			
		4	Very much	103	35	1,227	37			
			Total	289	100	3,392	100			
b. Your experience at this institution has helped clarify your career plans	CWPclarify	0	Not at all	36	13	178	6	2.3	2.6 **	-.20 ▽
		1	Very little	29	10	353	11			
		2	Some	79	27	942	27			
		3	Quite a bit	86	30	1,072	31			
		4	Very much	59	20	818	25			
			Total	289	100	3,363	100			
c. What you are learning at this institution is relevant to your career plans	CWPrelevant	0	Not at all	6	2	59	2	2.9	3.0	-.06
		1	Very little	14	5	162	5			
		2	Some	68	24	743	21			
		3	Quite a bit	101	35	1,170	35			
		4	Very much	99	34	1,244	37			
			Total	288	100	3,378	100			
d. You know where to go with questions about your career plans or further education	CWPquestions	0	Not at all	25	9	173	6	2.5	2.6	-.08
		1	Very little	37	13	358	11			
		2	Some	60	21	837	24			
		3	Quite a bit	85	29	1,025	30			
		4	Very much	81	28	980	29			
			Total	288	100	3,373	100			
e. You can describe the knowledge, skills, and experiences that are necessary for your career plans	CWPdescribe	0	Not at all	11	4	64	2	2.8	3.0	-.12
		1	Very little	23	8	147	5			
		2	Some	54	19	714	21			
		3	Quite a bit	111	39	1,285	38			
		4	Very much	89	31	1,160	34			
			Total	288	100	3,370	100			
f. You have received supportive feedback from faculty or other advisors about your career plans	CWPfeedback	0	Not at all	38	13	281	9	2.3	2.5 **	-.18 ▽
		1	Very little	41	14	408	12			
		2	Some	75	26	868	25			
		3	Quite a bit	72	25	932	27			
		4	Very much	63	22	876	27			
			Total	289	100	3,365	100			
2. To what extent have the following influenced your career plans?										
a. Interest or passion for the work	CWPinterest	0	Not at all	8	3	50	2	3.0	3.2 **	-.18 ▽
		1	Very little	9	3	99	3			
		2	Some	53	19	490	14			
		3	Quite a bit	103	36	1,147	34			
		4	Very much	110	38	1,548	47			
		—	Not applicable	5	2	31	1			
			Total	288	100	3,365	100			

NSSE 2022 Career & Workforce Preparation

Frequencies and Statistical Comparisons

Western Michigan University

Seniors

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				WMU		Doctoral/High		WMU	Doctoral/High	Effect size ^d
				Count	%	Count	%	Mean	Mean	
b. Fit for your skills and abilities	CWPfit	0	Not at all	2	1	31	1	3.1	3.2 *	-.13 ▽
		1	Very little	9	3	79	2			
		2	Some	50	18	521	15			
		3	Quite a bit	128	45	1,352	40			
		4	Very much	93	32	1,342	40			
		—	Not applicable	5	2	34	1			
		Total		287	100	3,359	100			
c. Advice from family or friends	CWPfamily	0	Not at all	29	10	231	8	2.3	2.4 *	-.14 ▽
		1	Very little	41	14	422	13			
		2	Some	87	30	956	28			
		3	Quite a bit	66	23	960	28			
		4	Very much	55	19	737	22			
		—	Not applicable	9	3	59	2			
		Total		287	100	3,365	100			
d. Advice from a high school teacher or counselor	CWPhighschool	0	Not at all	107	37	1,033	31	1.4	1.5	-.07
		1	Very little	39	13	628	18			
		2	Some	56	20	598	17			
		3	Quite a bit	34	12	399	12			
		4	Very much	25	9	325	10			
		—	Not applicable	26	9	380	11			
		Total		287	100	3,363	100			
e. Interactions with a faculty member or academic advisor	CWPadvisor	0	Not at all	57	20	477	15	1.9	2.0	-.09
		1	Very little	42	15	574	17			
		2	Some	81	28	956	28			
		3	Quite a bit	64	22	730	21			
		4	Very much	36	12	499	15			
		—	Not applicable	8	3	122	4			
		Total		288	100	3,358	100			
f. Interactions with career coach or career advisor	CWPcoach (Comparison data are limited to NSSE 2022.)	0	Not at all	92	32	1,057	33	1.2	1.4	-.09
		1	Very little	45	16	511	14			
		2	Some	48	17	515	15			
		3	Quite a bit	24	8	332	11			
		4	Very much	16	5	276	8			
		—	Not applicable	62	22	668	19			
		Total		287	100	3,359	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	80	28	928	29	1.5	1.5	-.02
		1	Very little	39	14	442	13			
		2	Some	50	17	609	17			
		3	Quite a bit	31	11	448	13			
		4	Very much	25	9	304	9			
		—	Not applicable	62	22	626	19			
		Total		287	100	3,357	100			

NSSE 2022 Career & Workforce Preparation

Frequencies and Statistical Comparisons

Western Michigan University

Seniors

				Frequency Distributions ^a				Statistical Comparisons ^b		
				WMU		Doctoral/High		WMU	Doctoral/High	
Item wording or description	Variable name	Values ^c	Response options	Count	%	Count	%	Mean	Mean	Effect size ^d
h. Internship, co-op, field experience, student teaching, or clinical placement	CWPintern	0	Not at all	46	16	516	18	2.4	2.3	.06
		1	Very little	22	8	245	7			
		2	Some	37	13	511	15			
		3	Quite a bit	56	20	690	19			
		4	Very much	76	26	852	24			
		—	Not applicable	48	17	535	17			
		Total	285	100	3,349	100				
i. Work experience (on- or off-campus job or prior employment)	CWPwork	0	Not at all	28	10	319	11	2.6	2.6	.03
		1	Very little	27	9	302	9			
		2	Some	56	19	677	19			
		3	Quite a bit	70	25	783	22			
		4	Very much	91	31	1,039	31			
		—	Not applicable	16	6	230	8			
		Total	288	100	3,350	100				
j. Career fairs, workshops, or course-based exploration of career options	CWPfairs	0	Not at all	81	28	888	27	1.4	1.6	-.10
		1	Very little	45	16	538	15			
		2	Some	62	22	658	19			
		3	Quite a bit	35	12	439	13			
		4	Very much	19	7	319	10			
		—	Not applicable	46	16	507	16			
		Total	288	100	3,349	100				
k. Expected availability of jobs in the field	CWPjobs	0	Not at all	34	12	394	13	2.3	2.3	-.02
		1	Very little	37	13	352	11			
		2	Some	70	25	907	26			
		3	Quite a bit	73	26	866	25			
		4	Very much	56	19	674	21			
		—	Not applicable	15	5	154	5			
		Total	285	100	3,347	100				
l. Potential salary or earnings	CWPsalary	0	Not at all	29	10	296	9	2.4	2.5	-.10
		1	Very little	41	14	364	11			
		2	Some	72	25	865	26			
		3	Quite a bit	75	26	904	26			
		4	Very much	60	21	823	25			
		—	Not applicable	12	4	93	2			
		Total	289	100	3,345	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.)	CWPhabits	0	Not at all	2	1	30	1	3.3	3.4	-.07
		1	Very little	9	3	56	2			
		2	Some	36	13	363	11			
		3	Quite a bit	89	31	1,077	33			
		4	Very much	146	51	1,775	53			
		—	Not applicable	4	1	26	1			
		Total	286	100	3,327	100				

NSSE 2022 Career & Workforce Preparation

Frequencies and Statistical Comparisons

Western Michigan University

Seniors

				Frequency Distributions ^a				Statistical Comparisons ^b		
				WMU		Doctoral/High		WMU	Doctoral/High	
Item wording or description	Variable name	Values ^c	Response options	Count	%	Count	%	Mean	Mean	Effect size ^d
b. Network with alumni or professionals to make potential career connections	CWPnetwork	0	Not at all	18	6	208	7	2.3	2.5	-.12
		1	Very little	51	18	435	13			
		2	Some	88	31	965	29			
		3	Quite a bit	67	23	858	26			
		4	Very much	56	19	796	23			
		—	Not applicable	9	3	69	2			
		Total	289	100	3,331	100				
c. Communicate your knowledge, skills, and experiences to potential employers	CWPcommunicate	0	Not at all	3	1	56	2	3.0	3.0	-.02
		1	Very little	19	7	133	4			
		2	Some	57	20	718	22			
		3	Quite a bit	113	39	1,222	36			
		4	Very much	92	32	1,162	34			
		—	Not applicable	4	1	37	1			
		Total	288	100	3,328	100				
d. Use career-specific technology (devices, programs, or tools used by those in the field)	CWPtech	0	Not at all	6	2	51	2	2.9	3.0	-.08
		1	Very little	15	6	153	5			
		2	Some	64	22	715	22			
		3	Quite a bit	103	36	1,179	35			
		4	Very much	91	32	1,171	35			
		—	Not applicable	7	2	52	2			
		Total	286	100	3,321	100				
e. Work effectively with people of other backgrounds (economic, racial/ethnic, political, religious, nationality, etc.)	CWPdiverse	0	Not at all	4	1	29	1	3.3	3.4	-.07
		1	Very little	6	2	46	1			
		2	Some	29	10	325	10			
		3	Quite a bit	93	32	995	30			
		4	Very much	151	52	1,898	56			
		—	Not applicable	5	2	30	1			
		Total	288	100	3,323	100				
f. Address ethical issues you might face in your career	CWPethics	0	Not at all	6	2	33	1	3.1	3.1	-.08
		1	Very little	12	4	119	4			
		2	Some	50	17	574	17			
		3	Quite a bit	105	36	1,178	35			
		4	Very much	109	38	1,373	42			
		—	Not applicable	7	2	40	1			
		Total	289	100	3,317	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	8	3	108	4	3.1	3.1	.02
		2	Sometimes	65	23	734	23			
		3	Often	107	37	1,205	37			
		4	Very often	107	37	1,274	37			
		Total	287	100	3,321	100				
b. Researched a career interest, a potential employer, or the job market	CWPresearch	1	Never	45	16	523	16	2.6	2.6	.01
		2	Sometimes	84	30	1,028	31			
		3	Often	91	31	929	28			
		4	Very often	66	23	828	24			
		Total	286	100	3,308	100				

NSSE 2022 Career & Workforce Preparation

Frequencies and Statistical Comparisons

Western Michigan University

Seniors

				Frequency Distributions ^a				Statistical Comparisons ^b		
				WMU		Doctoral/High		WMU	Doctoral/High	
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	27	10	329	11	2.8	2.7	.05
		2	Sometimes	86	30	1,103	34			
		3	Often	99	34	974	29			
		4	Very often	74	26	905	26			
		Total	286	100	3,311	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	22	8	377	12	27%	22% * △	.13
			Do not plan to do	159	57	1,607	47			
			Plan to do	24	9	525	19			
			Done or in progress	76	27	795	22			
		Total	281	100	3,304	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	24	8	313	11	31%	28%	.07
			Do not plan to do	120	43	1,292	38			
			Plan to do	46	17	679	23			
			Done or in progress	89	31	1,005	28			
		Total	279	100	3,289	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	19	7	352	12	32%	31%	.04
			Do not plan to do	124	45	1,181	35			
			Plan to do	45	16	675	23			
			Done or in progress	91	32	1,099	31			
		Total	279	100	3,307	100				
d. Discuss your career interests with a faculty member	CWPfaculty (Means indicate the percentage who responded "Done or in progress.")		Have not decided	16	6	297	10	46%	44%	.05
			Do not plan to do	79	29	720	21			
			Plan to do	53	19	720	25			
			Done or in progress	130	46	1,565	44			
		Total	278	100	3,302	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	27	10	374	12	37%	33%	.07
			Do not plan to do	92	33	889	27			
			Plan to do	56	20	825	28			
			Done or in progress	105	37	1,207	33			
		Total	280	100	3,295	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	26	9	351	12	36%	33%	.06
			Do not plan to do	120	43	1,258	38			
			Plan to do	32	12	503	18			
			Done or in progress	101	36	1,183	33			
		Total	279	100	3,295	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	26	9	367	12	32%	31%	.02
			Do not plan to do	107	38	1,062	31			
			Plan to do	57	21	787	27			
			Done or in progress	89	32	1,074	31			
		Total	279	100	3,290	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	35	13	456	15	18%	22%	-.10
			Do not plan to do	141	51	1,328	38			
			Plan to do	51	19	727	25			
			Done or in progress	50	18	782	22			
		Total	277	100	3,293	100				

NSSE 2022 Career & Workforce Preparation

Frequencies and Statistical Comparisons

Western Michigan University

Seniors

				Frequency Distributions ^a				Statistical Comparisons ^b		
				WMU		Doctoral/High		WMU	Doctoral/High	
Item wording or description	Variable name	Values ^c	Response options	Count	%	Count	%	Mean	Mean	Effect size ^d
i. Get help with your résumé	CWPresume (Means indicate the percentage who responded "Done or in progress.")		Have not decided	17	6	222	7	55%	45% ** △	.21
			Do not plan to do	56	20	701	21			
			Plan to do	50	18	783	27			
			Done or in progress	155	55	1,590	45			
			Total	278	100	3,296	100			
j. Participate in a mock or practice interview	CWPmock (Means indicate the percentage who responded "Done or in progress.")		Have not decided	30	11	370	12	36%	27% ** △	.19
			Do not plan to do	104	37	1,130	34			
			Plan to do	43	16	781	27			
			Done or in progress	101	36	1,016	27			
			Total	278	100	3,297	100			
k. Participate in a career fair	CWPcareerfair (Means indicate the percentage who responded "Done or in progress.")		Have not decided	31	11	389	13	40%	33% * △	.15
			Do not plan to do	106	38	1,050	31			
			Plan to do	29	10	669	24			
			Done or in progress	113	40	1,181	33			
			Total	279	100	3,289	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	36	13	457	14	36%	29% * △	.15
			Do not plan to do	67	24	661	21			
			Plan to do	75	27	1,109	36			
			Done or in progress	101	36	1,072	29			
			Total	279	100	3,299	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	36	13	539	17	2.4	2.2	.13
		1	Very little	29	10	334	10			
		2	Some	35	13	495	15			
		3	Quite a bit	46	16	390	11			
		4	Very much	74	26	798	24			
		—	Not working for pay	59	21	710	24			
			Total	279	100	3,266	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 35 first-year students and 57 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
	WMU	WMU	Doctoral/High	WMU	Doctoral/High	WMU	Doctoral/High	Comparisons with: Doctoral/High		
CWPidea	202	2.60	2.68	.074	.022	1.05	1.06	2,502	.349	-.07
CWPclarify	204	2.31	2.40	.077	.023	1.10	1.08	2,469	.253	-.08
CWPrelevant	203	2.94	2.84	.067	.020	0.95	0.97	2,486	.152	.10
CWPquestions	202	2.62	2.61	.079	.023	1.12	1.11	2,479	.925	.01
CWPdescribe	203	2.61	2.63	.069	.021	0.99	1.00	2,475	.808	-.02
CWPfeedback	203	2.32	2.34	.085	.025	1.21	1.18	2,469	.770	-.02
CWPinterest	200	3.12	3.05	.065	.020	0.92	0.97	2,446	.308	.08
CWPfit	198	3.05	2.97	.060	.019	0.85	0.91	2,438	.200	.10
CWPfamily	197	2.64	2.47	.074	.024	1.04	1.15	240	.038	.14
CWPhighschool	196	1.85	1.88	.098	.028	1.37	1.31	2,360	.825	-.02
CWPadvisor	193	2.06	1.97	.091	.027	1.26	1.25	2,381	.321	.07
CWPcoach	164	1.47	1.60	.107	.030	1.37	1.34	2,089	.235	-.10
CWPcocc	175	1.52	1.61	.107	.032	1.41	1.38	2,070	.388	-.07
CWPintern	138	1.41	1.60	.118	.035	1.38	1.41	1,782	.127	-.14
CWPwork	172	1.69	1.85	.106	.033	1.39	1.42	2,034	.152	-.11
CWPfairs	162	1.53	1.55	.103	.031	1.32	1.32	1,991	.852	-.02
CWPjobs	188	2.38	2.17	.095	.027	1.31	1.26	2,298	.034	.16
CWPsalary	193	2.51	2.44	.086	.026	1.20	1.22	2,357	.479	.05
CWP habits	196	3.07	3.04	.067	.020	0.93	0.92	2,424	.582	.04
CWPnetwork	191	2.22	2.26	.079	.025	1.09	1.16	2,365	.656	-.03
CWPcommunicate	194	2.65	2.66	.071	.022	0.99	1.03	2,397	.843	-.01
CWPtech	194	2.62	2.65	.075	.023	1.05	1.07	2,385	.674	-.03
CWPdiverse	196	3.21	3.22	.064	.019	0.89	0.91	2,409	.784	-.02
CWPethics	191	2.91	2.90	.071	.022	0.98	1.01	2,389	.916	.01
CWPanalyze	194	2.68	2.72	.067	.019	0.93	0.91	2,417	.551	-.04
CWPresearch	194	2.24	2.36	.071	.021	0.99	1.01	2,417	.117	-.12
CWPpractice	193	2.38	2.40	.068	.021	0.94	1.00	2,419	.802	-.02

First-Year Students

Variable name	N	Mean		Standard error ^f		Standard deviation ^g		DF ^h	Sig. ⁱ	Effect size ^d
		WMU	Doctoral/High	WMU	Doctoral/High	WMU	Doctoral/High	Comparisons with: Doctoral/High		
CWPcourse ^k	194	12%	12%	.024	.007	--	--	--	.898	.01
CWPprofile ^k	204	29%	17%	.033	.008	--	--	--	.000	.29
CWPtalk ^k	164	14%	13%	.025	.007	--	--	--	.536	.05
CWPfaculty ^k	175	27%	23%	.032	.009	--	--	--	.286	.08
CWPinterview ^k	194	11%	11%	.022	.007	--	--	--	.913	-.01
CWPmajor ^k	203	21%	13%	.030	.007	--	--	--	.002	.21
CWPresources ^k	196	15%	13%	.026	.007	--	--	--	.598	.04
CWPstaff ^k	191	11%	10%	.023	.006	--	--	--	.546	.04
CWPresume ^k	162	28%	20%	.033	.009	--	--	--	.008	.19
CWPmock ^k	197	15%	12%	.026	.007	--	--	--	.215	.09
CWPcareerfair ^k	193	17%	15%	.027	.008	--	--	--	.328	.07
CWPalummi ^k	203	7%	9%	.019	.006	--	--	--	.367	-.07
CWPworkpay	104	1.30	1.53	.139	.042	1.42	1.43	1,258	.115	-.16

Seniors

Variable name	N	Mean		Standard error ^f		Standard deviation ^g		DF ^h	Sig. ⁱ	Effect size ^d
		WMU	Doctoral/High	WMU	Doctoral/High	WMU	Doctoral/High			
CWPidea	289	2.77	2.92	.071	.021	1.20	1.06	340	.046	-.14
CWPclarify	289	2.35	2.58	.074	.023	1.26	1.15	344	.003	-.20
CWPrelevant	288	2.94	3.00	.058	.019	0.99	0.98	2,886	.338	-.06
CWPquestions	288	2.55	2.64	.074	.023	1.26	1.18	345	.235	-.08
CWPdescribe	288	2.84	2.95	.063	.019	1.07	0.98	342	.079	-.12
CWPfeedback	289	2.27	2.50	.077	.025	1.31	1.25	2,874	.003	-.18
CWPinterest	283	3.04	3.21	.059	.018	0.98	0.92	2,849	.003	-.18
CWPfit	282	3.06	3.17	.050	.017	0.84	0.86	2,839	.044	-.13
CWPfamily	278	2.27	2.44	.074	.024	1.23	1.20	2,819	.028	-.14
CWPhighschool	261	1.35	1.45	.085	.029	1.38	1.38	2,557	.285	-.07
CWPadvisor	280	1.92	2.04	.078	.026	1.31	1.29	2,764	.136	-.09
CWPcoach	225	1.23	1.35	.085	.030	1.28	1.39	284	.160	-.09
CWPcocc	225	1.47	1.49	.092	.031	1.38	1.40	2,309	.771	-.02
CWPintern	236	2.38	2.29	.098	.033	1.50	1.51	2,358	.344	.06
CWPwork	272	2.61	2.57	.080	.028	1.32	1.35	2,644	.632	.03
CWPfairs	242	1.44	1.58	.083	.030	1.30	1.39	2,411	.132	-.10
CWPjobs	270	2.30	2.32	.078	.026	1.28	1.29	2,719	.745	-.02
CWPsalary	277	2.35	2.48	.076	.025	1.26	1.24	2,779	.102	-.10
CWP habits	282	3.30	3.36	.051	.016	0.86	0.82	2,807	.240	-.07
CWPnetwork	281	2.32	2.46	.070	.024	1.17	1.19	2,775	.062	-.12
CWPcommunicate	284	2.95	2.97	.056	.019	0.94	0.97	2,795	.765	-.02
CWPtech	279	2.92	2.99	.059	.019	0.99	0.96	2,779	.223	-.08
CWPdiverse	283	3.34	3.39	.051	.016	0.86	0.82	2,798	.290	-.07
CWPethics	283	3.05	3.13	.058	.018	0.97	0.92	2,790	.196	-.08
CWPanalyze	287	3.08	3.06	.050	.017	0.84	0.86	2,827	.717	.02
CWPresearch	286	2.61	2.61	.060	.020	1.01	1.02	2,817	.932	.01
CWPpractice	286	2.76	2.71	.056	.019	0.95	0.97	2,818	.446	.05

Seniors

Variable name	N	Mean		Standard error ^f		Standard deviation ^g		DF ^h	Sig. ⁱ	Effect size ^d
		WMU	Doctoral/High	WMU	Doctoral/High	WMU	Doctoral/High	Comparisons with: Doctoral/High		
CWPcourse ^k	287	27%	22%	.027	.008	--	--	--	.040	.13
CWPprofile ^k	289	31%	28%	.028	.009	--	--	--	.230	.07
CWPtalk ^k	225	32%	31%	.028	.009	--	--	--	.535	.04
CWPfaculty ^k	225	46%	44%	.030	.010	--	--	--	.442	.05
CWPinterview ^k	284	37%	33%	.029	.009	--	--	--	.243	.07
CWPmajor ^k	288	36%	33%	.029	.009	--	--	--	.316	.06
CWPresources ^k	283	32%	31%	.028	.009	--	--	--	.693	.02
CWPstaff ^k	283	18%	22%	.023	.008	--	--	--	.128	-.10
CWPresume ^k	242	55%	45%	.030	.010	--	--	--	.001	.21
CWPmock ^k	278	36%	27%	.029	.009	--	--	--	.002	.19
CWPcareerfair ^k	280	40%	33%	.029	.009	--	--	--	.016	.15
CWPalumni ^k	289	36%	29%	.029	.009	--	--	--	.014	.15
CWPworkpay	220	2.42	2.22	.100	.035	1.48	1.54	2,115	.070	.13

Endnotes

- a. Column percentages are weighted by institution-reported sex and enrollment status (and institution size for comparison groups). Percentages may not sum to 100 due to rounding. Counts are unweighted; column percentages cannot be replicated from counts. Comparison group details are in the Selected Comparison Groups report, linked in the Data & Reports table on the Institution Interface.
- b. All statistics are weighted by institution-reported sex and enrollment status (and institution size for comparison groups). Unless otherwise noted, statistical comparisons are two-tailed independent t-tests. Items with categorical response sets are left blank.
- c. These are the values used to calculate means. For the majority of items, these values match the codes in the data file and codebook.
- d. Effect size for independent *t*-tests uses Cohen's *d*; *z*-tests use Cohen's *h*.
- e. Statistics are weighted by institution-reported sex and enrollment status (and institution size for comparison groups). Categorical items are not listed.
- f. The 95% confidence interval for the population mean is equal to the sample mean plus or minus 1.96 times the standard error of the mean.
- g. A measure of the amount individual scores deviate from the mean of all the scores in the distribution.
- h. Degrees of freedom used to compute the t-tests. Values differ from *N*s due to weighting and whether equal variances were assumed.
- i. Statistical comparisons are two-tailed independent *t*-tests or *z*-tests. Statistical significance represents the probability that the difference between your students' mean and that of the students in the comparison group is due to chance.
- j. Statistical comparison uses *z*-test to compare the proportion who responded (depending on the item) "Done or in progress" or "Yes" with all who responded otherwise.
- k. Mean represents the proportion who responded (depending on the item) "Done or in progress" or "Yes."

Key to symbols:

- ▲ **Your students' average** was significantly higher ($p < .05$) with an effect size at least .3 in magnitude.
- △ **Your students' average** was significantly higher ($p < .05$) with an effect size less than .3 in magnitude.
- ▼ **Your students' average** was significantly lower ($p < .05$) with an effect size less than .3 in magnitude.
- ▽ **Your students' average** was significantly lower ($p < .05$) with an effect size at least .3 in magnitude.

Note: It is important to interpret the direction of differences relative to item wording and your institutional context. You may not see all of these symbols in your report.