
NSSE 2025 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 Selected Comparison Groups report, available in PDF format in your report download folder.

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NSSE 2025 Career & Workforce Preparation

Frequencies and Statistical Comparisons

Western Michigan University

First-Year Students

				Frequency Distributions ^a				Statistical Comparisons ^b		
				WMU		Carnegie Class		WMU	Carnegie Class	
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	3	144	3	2.9	2.8 *	.15
		1	Very little	19	7	451	8			
		2	Some	62	21	1,457	27			
		3	Quite a bit	98	34	1,889	34			
		4	Very much	104	36	1,550	28			
		Total	291	100	5,491	100				
b. What you are learning at this institution is relevant to your career plans	CWPrelevant	0	Not at all	2	1	61	1	3.2	2.9 ***	.26
		1	Very little	13	6	246	5			
		2	Some	39	13	1,282	24			
		3	Quite a bit	108	38	2,107	38			
		4	Very much	130	44	1,788	32			
		Total	292	100	5,484	100				
c. You know where to go with questions about your career plans or further education	CWPquestions	0	Not at all	8	4	164	4	3.1	2.7 ***	.33
		1	Very little	14	5	514	10			
		2	Some	45	15	1,403	26			
		3	Quite a bit	98	35	1,864	33			
		4	Very much	127	42	1,535	27			
		Total	292	100	5,480	100				
d. You can describe the knowledge, skills, and experiences that are necessary for your career plans	CWPdescribe	0	Not at all	7	2	91	2	3.0	2.7 ***	.23
		1	Very little	15	6	399	7			
		2	Some	64	21	1,592	30			
		3	Quite a bit	100	33	2,078	37			
		4	Very much	105	37	1,305	24			
		Total	291	100	5,465	100				
e. You have received supportive feedback from faculty or other advisors about your career plans	CWPfeedback	0	Not at all	13	6	393	8	2.7	2.4 ***	.27
		1	Very little	29	11	707	13			
		2	Some	62	20	1,568	28			
		3	Quite a bit	91	31	1,710	31			
		4	Very much	96	33	1,088	20			
		Total	291	100	5,466	100				
f. You have a mentor in your area of interest who shares a similar background as you	CWPmentor	0	Not at all	40	14	1,170	23	2.3	1.9 ***	.33
		1	Very little	48	16	1,002	18			
		2	Some	68	23	1,337	24			
		3	Quite a bit	59	20	1,159	21			
		4	Very much	76	27	801	14			
		Total	291	100	5,469	100				
2. To what extent have the following influenced your career plans?										
a. Advice from family or friends	CWPfamily	0	Not at all	19	6	298	6	2.5	2.5	.01
		1	Very little	31	11	607	11			
		2	Some	85	30	1,496	28			
		3	Quite a bit	77	28	1,699	30			
		4	Very much	77	24	1,307	23			
		—	Not applicable	1	1	65	1			
Total	290	100	5,472	100						

NSSE 2025 Career & Workforce Preparation

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		Carnegie Class		WMU	Carnegie Class	Effect size ^d
				Count	%	Count	%	Mean	Mean	
b. Interactions with a faculty member	CWPinterfac	0	Not at all	39	13	941	18	2.0	1.8 *** △	.20
		1	Very little	50	18	1,092	21			
		2	Some	98	33	1,627	29			
		3	Quite a bit	59	21	1,025	18			
		4	Very much	42	14	524	9			
		—	Not applicable	2	1	256	5			
		Total		290	100	5,465	100			
c. Interactions with advisors, success coaches, and/or career services staff	CWPinteradv	0	Not at all	48	17	1,029	19	2.0	1.8 * △	.16
		1	Very little	50	18	1,118	21			
		2	Some	88	30	1,492	28			
		3	Quite a bit	54	18	932	17			
		4	Very much	44	14	529	10			
		—	Not applicable	7	3	361	6			
		Total		291	100	5,461	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	58	20	1,416	27	1.8	1.5 *** △	.24
		1	Very little	48	17	959	18			
		2	Some	73	25	1,067	20			
		3	Quite a bit	43	15	785	13			
		4	Very much	43	13	436	8			
		—	Not applicable	25	9	802	15			
		Total		290	100	5,465	100			
e. Internship, co-op, field experience, student teaching, or clinical placement	CWPintern	0	Not at all	60	21	1,236	24	1.7	1.5	.12
		1	Very little	43	14	677	13			
		2	Some	44	17	832	15			
		3	Quite a bit	36	12	668	12			
		4	Very much	33	10	442	8			
		—	Not applicable	72	26	1,594	29			
		Total		288	100	5,449	100			
f. Work experience (on- or off-campus job or prior employment)	CWPwork	0	Not at all	60	19	1,040	20	1.9	1.9	.02
		1	Very little	40	14	750	14			
		2	Some	61	20	1,133	20			
		3	Quite a bit	51	19	908	17			
		4	Very much	40	13	723	14			
		—	Not applicable	38	14	896	16			
		Total		290	100	5,450	100			
g. Career fairs, workshops, or course-based exploration of career options	CWPfairs	0	Not at all	50	17	1,210	23	1.9	1.6 *** △	.23
		1	Very little	44	16	975	18			
		2	Some	74	27	1,228	22			
		3	Quite a bit	48	17	751	14			
		4	Very much	32	10	365	7			
		—	Not applicable	42	14	927	17			
		Total		290	100	5,456	100			

NSSE 2025 Career & Workforce Preparation

Frequencies and Statistical Comparisons

Western Michigan University

First-Year Students

Frequency Distributions ^a								Statistical Comparisons ^b		
				WMU		Carnegie Class		WMU	Carnegie Class	
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	39	13	555	10	2.4	2.3	.04
		1	Very little	24	8	611	12			
		2	Some	72	25	1,444	27			
		3	Quite a bit	80	29	1,534	27			
		4	Very much	62	21	987	18			
		—	Not applicable	13	4	323	6			
		Total	290	100	5,454	100				
i. Fit for your interests and abilities	CWPability	0	Not at all	4	1	121	2	3.2	3.0 **	.18
		1	Very little	10	4	236	5			
		2	Some	40	15	1,027	20			
		3	Quite a bit	102	36	1,916	34			
		4	Very much	131	44	2,059	37			
		—	Not applicable	3	1	97	2			
		Total	290	100	5,456	100				
j. Desire to impact or support my community	CWPimpact	0	Not at all	10	3	247	5	2.8	2.8	.02
		1	Very little	21	9	407	8			
		2	Some	73	25	1,265	23			
		3	Quite a bit	78	28	1,568	28			
		4	Very much	100	33	1,827	33			
		—	Not applicable	7	2	137	3			
		Total	289	100	5,451	100				
k. Desire to make a difference in broader society	CWP society	0	Not at all	7	2	250	5	2.8	2.8	.00
		1	Very little	28	11	438	8			
		2	Some	72	25	1,303	24			
		3	Quite a bit	76	27	1,489	27			
		4	Very much	98	32	1,815	33			
		—	Not applicable	8	3	160	3			
		Total	289	100	5,455	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	6	2	108	2	2.7	2.7	.06
		1	Very little	16	6	445	8			
		2	Some	86	30	1,672	31			
		3	Quite a bit	113	40	2,004	36			
		4	Very much	65	21	1,145	21			
		—	Not applicable	3	1	72	1			
		Total	289	100	5,446	100				
b. Demonstrate effective work habits (punctuality, working productively with others, time and workload management, etc.)	CWPhabits	0	Not at all	2	1	71	1	3.0	2.9	.11
		1	Very little	16	7	269	5			
		2	Some	47	16	1,219	23			
		3	Quite a bit	122	41	2,120	38			
		4	Very much	102	34	1,719	31			
		—	Not applicable	1	1	42	1			
		Total	290	100	5,440	100				

NSSE 2025 Career & Workforce Preparation

Frequencies and Statistical Comparisons

Western Michigan University

First-Year Students

				Frequency Distributions ^a				Statistical Comparisons ^b		
				WMU		Carnegie Class		WMU	Carnegie Class	
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	26	9	440	8	2.3	2.2	.12
		1	Very little	40	13	1,043	19			
		2	Some	87	30	1,695	31			
		3	Quite a bit	77	28	1,283	23			
		4	Very much	54	17	792	15			
		—	Not applicable	6	2	184	3			
		Total	290	100	5,437	100				
d. Communicate your knowledge, skills, and experiences to potential employers	CWPcommunicate	0	Not at all	4	1	198	4	2.7	2.6	.11
		1	Very little	33	12	558	10			
		2	Some	71	24	1,635	30			
		3	Quite a bit	116	41	1,784	33			
		4	Very much	62	21	1,157	21			
		—	Not applicable	3	1	94	2			
		Total	289	100	5,426	100				
e. Use career-specific technology (devices, programs, or tools used by those in the field)	CWPtech	0	Not at all	5	1	206	4	2.8	2.6 ** Δ	.19
		1	Very little	26	8	554	11			
		2	Some	82	28	1,673	30			
		3	Quite a bit	100	35	1,732	31			
		4	Very much	74	26	1,143	22			
		—	Not applicable	3	1	127	2			
		Total	290	100	5,435	100				
f. Work effectively with people of other backgrounds (economic, racial/ethnic, political, religious, nationality, etc.)	CWPdiverse	0	Not at all	3	1	63	1	3.2	3.2	.02
		1	Very little	13	4	205	4			
		2	Some	39	15	855	16			
		3	Quite a bit	102	36	1,857	34			
		4	Very much	131	43	2,393	44			
		—	Not applicable	2	1	55	1			
		Total	290	100	5,428	100				
g. Address ethical issues you might face in your career	CWPethics	0	Not at all	3	1	143	3	2.9	2.8	.06
		1	Very little	20	7	336	6			
		2	Some	74	26	1,403	26			
		3	Quite a bit	99	35	1,916	34			
		4	Very much	89	29	1,536	28			
		—	Not applicable	5	3	95	2			
		Total	290	100	5,429	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	29	11	499	10	2.7	2.7	.04
		2	Sometimes	78	27	1,706	33			
		3	Often	118	41	2,094	37			
		4	Very often	65	21	1,130	20			
		Total	290	100	5,429	100				
b. Researched a career interest, a potential employer, or the job market	CWPresearch	1	Never	49	18	1,141	21	2.6	2.4 ** Δ	.17
		2	Sometimes	83	28	1,735	32			
		3	Often	84	29	1,630	30			
		4	Very often	74	25	911	17			
		Total	290	100	5,417	100				

First-Year Students

				Frequency Distributions ^a				Statistical Comparisons ^b		
				WMU		Carnegie Class		WMU	Carnegie Class	
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	29	10	1,023	19	2.8	2.4 *** ▲	.32
		2	Sometimes	85	30	1,853	35			
		3	Often	96	34	1,673	31			
		4	Very often	79	26	863	16			
		Total	289	100	5,412	100				
d. Observed employees in action at a place of work (clinics, offices, schools, etc.)	CWPobserve	1	Never	109	38	2,189	39	2.2	2.1	.09
		2	Sometimes	76	26	1,468	28			
		3	Often	51	19	1,120	20			
		4	Very often	53	17	636	12			
		Total	289	100	5,413	100				
e. Connected your learning to how you can impact your community and society	CWPconnect	1	Never	34	14	672	13	2.6	2.6	.08
		2	Sometimes	82	28	1,876	35			
		3	Often	110	39	1,922	34			
		4	Very often	63	19	949	18			
		Total	289	100	5,419	100				
5. Which of the following have you done or do you plan to do at this institution before you graduate (whether in person or online)? ^l										
a. Take a career exploration, planning, or development course	CWPcourse		Have not decided	55	18	1,295	23	18%	12% ** ▲	.17
			Do not plan to do	67	25	896	17			
			Plan to do	110	39	2,587	48			
			Done or in progress	57	18	632	12			
			Total	289	100	5,410	100			
b. Complete a career profile or self-assessment to identify occupations that match your strengths and interests	CWPprofile		Have not decided	40	13	930	17	25%	21%	.10
			Do not plan to do	60	23	751	14			
			Plan to do	110	39	2,638	49			
			Done or in progress	79	25	1,076	21			
			Total	289	100	5,395	100			
c. Attend a talk, panel discussion, or workshop about careers	CWPtalk		Have not decided	46	15	1,095	20	28%	16% *** ▲	.29
			Do not plan to do	51	20	703	13			
			Plan to do	108	37	2,687	50			
			Done or in progress	83	28	923	16			
			Total	288	100	5,408	100			
d. Discuss your career interests with a faculty member	CWPfaculty		Have not decided	23	8	727	14	35%	26% *** ▲	.20
			Do not plan to do	16	7	407	8			
			Plan to do	143	50	2,802	51			
			Done or in progress	107	35	1,461	26			
			Total	289	100	5,397	100			
e. Interview or shadow someone in a career that you are considering	CWPinterview		Have not decided	39	14	872	16	17%	11% ** ▲	.15
			Do not plan to do	14	6	339	7			
			Plan to do	182	64	3,545	65			
			Done or in progress	52	17	651	11			
			Total	287	100	5,407	100			
f. Participate in a major- or career-related co-curricular activity (student organization, professional or honor society, etc.)	CWPmajor		Have not decided	51	18	1,182	22	31%	16% *** ▲	.36
			Do not plan to do	18	7	509	10			
			Plan to do	127	44	2,815	52			
			Done or in progress	93	31	895	16			
			Total	289	100	5,401	100			

First-Year Students

				Frequency Distributions ^a				Statistical Comparisons ^b		
				WMU		Carnegie Class		WMU	Carnegie Class	
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	28	9	703	13	38%	24% *** ▲	.32
			Do not plan to do	13	6	362	7			
			Plan to do	130	47	3,020	56			
			Done or in progress	118	38	1,317	24			
			Total	289	100	5,402	100			
h. Get help with your résumé	CWPResume (Means indicate the percentage who responded "Done or in progress.")		Have not decided	26	8	578	11	32%	23% *** △	.21
			Do not plan to do	21	8	407	8			
			Plan to do	150	52	3,157	59			
			Done or in progress	92	32	1,256	23			
			Total	289	100	5,398	100			
i. Participate in a mock or practice interview	CWPmock (Means indicate the percentage who responded "Done or in progress.")		Have not decided	50	16	1,160	22	16%	11% ** △	.16
			Do not plan to do	35	13	712	14			
			Plan to do	155	55	2,932	53			
			Done or in progress	48	16	597	11			
			Total	288	100	5,401	100			
j. Participate in a career fair	CWPcareerfair (Means indicate the percentage who responded "Done or in progress.")		Have not decided	53	17	1,032	19	27%	22% * △	.13
			Do not plan to do	33	12	582	11			
			Plan to do	127	44	2,682	49			
			Done or in progress	76	27	1,113	22			
			Total	289	100	5,409	100			
k. Complete a paid internship	CWPpaid (Means indicate the percentage who responded "Done or in progress.")		Have not decided	42	12	937	17	8%	6%	.09
			Do not plan to do	14	6	326	6			
			Plan to do	210	73	3,825	71			
			Done or in progress	23	8	318	6			
			Total	289	100	5,406	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	61	20	1,198	22	16%	8% *** △	.24
			Do not plan to do	15	5	413	8			
			Plan to do	168	59	3,314	62			
			Done or in progress	44	16	470	8			
			Total	288	100	5,395	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	55	19	1,116	20	1.7	1.5	.10	
	1	Very little	30	10	575	10				
	2	Some	38	14	581	11				
	3	Quite a bit	25	9	357	7				
	4	Very much	24	9	422	8				
	—	Not working for pay	114	40	2,286	44				
		Total	286	100	5,337	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 73 first-year student(s) and 87 senior(s). Responses are provided in your NSSE25 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 2025 Career & Workforce Preparation

Frequencies and Statistical Comparisons

Western Michigan University

Seniors

				Frequency Distributions ^a				Statistical Comparisons ^b		
				WMU		Carnegie Class		WMU		Carnegie Class
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	4	1	160	2	2.9	2.9	.01
		1	Very little	14	5	459	6			
		2	Some	61	26	1,657	23			
		3	Quite a bit	82	34	2,390	33			
		4	Very much	90	34	2,576	35			
			Total	251	100	7,242	100			
b. What you are learning at this institution is relevant to your career plans	CWPrelevant	0	Not at all	1	0	81	1	3.1	3.1	-.01
		1	Very little	11	5	237	4			
		2	Some	50	21	1,354	19			
		3	Quite a bit	82	33	2,566	36			
		4	Very much	107	41	2,999	40			
			Total	251	100	7,237	100			
c. You know where to go with questions about your career plans or further education	CWPquestions	0	Not at all	5	2	220	3	3.0	2.8 *	.15
		1	Very little	21	8	637	9			
		2	Some	47	19	1,787	25			
		3	Quite a bit	80	33	2,232	31			
		4	Very much	98	38	2,354	32			
			Total	251	100	7,230	100			
d. You can describe the knowledge, skills, and experiences that are necessary for your career plans	CWPdescribe	0	Not at all	1	0	81	1	3.2	3.1 *	.12
		1	Very little	8	3	294	4			
		2	Some	41	17	1,390	19			
		3	Quite a bit	94	38	2,795	39			
		4	Very much	106	41	2,664	37			
			Total	250	100	7,224	100			
e. You have received supportive feedback from faculty or other advisors about your career plans	CWPfeedback	0	Not at all	13	5	462	7	2.8	2.6 *	.16
		1	Very little	22	9	857	12			
		2	Some	54	22	1,807	25			
		3	Quite a bit	67	28	2,026	28			
		4	Very much	94	35	2,074	28			
			Total	250	100	7,226	100			
f. You have a mentor in your area of interest who shares a similar background as you	CWPmentor	0	Not at all	30	11	1,495	21	2.4	2.1 ***	.23
		1	Very little	35	14	1,095	15			
		2	Some	62	26	1,693	24			
		3	Quite a bit	50	21	1,380	20			
		4	Very much	72	27	1,549	22			
			Total	249	100	7,212	100			
2. To what extent have the following influenced your career plans?										
a. Advice from family or friends	CWPfamily	0	Not at all	14	6	474	7	2.6	2.5	.06
		1	Very little	26	10	829	12			
		2	Some	64	27	2,084	29			
		3	Quite a bit	85	35	1,982	27			
		4	Very much	56	22	1,726	24			
		—	Not applicable	4	2	119	2			
	Total	249	100	7,214	100					

NSSE 2025 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		Carnegie Class		WMU	Carnegie Class	Effect size ^d
				Count	%	Count	%	Mean	Mean	
b. Interactions with a faculty member	CWPinterfac	0	Not at all	23	9	828	11	2.4	2.2 **	.18
		1	Very little	34	14	1,168	16			
		2	Some	60	24	2,148	31			
		3	Quite a bit	83	35	1,730	24			
		4	Very much	46	17	1,123	15			
		—	Not applicable	3	1	218	3			
		Total		249	100	7,215	100			
c. Interactions with advisors, success coaches, and/or career services staff	CWPinteradv	0	Not at all	34	13	1,429	20	2.0	1.8 *	.13
		1	Very little	52	21	1,488	20			
		2	Some	74	30	1,826	26			
		3	Quite a bit	56	23	1,167	17			
		4	Very much	26	10	852	12			
		—	Not applicable	7	3	444	6			
		Total		249	100	7,206	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	47	17	1,868	26	1.9	1.6 ***	.26
		1	Very little	32	15	1,107	15			
		2	Some	46	19	1,253	18			
		3	Quite a bit	40	16	889	12			
		4	Very much	36	14	724	10			
		—	Not applicable	46	19	1,364	19			
		Total		247	100	7,205	100			
e. Internship, co-op, field experience, student teaching, or clinical placement	CWPintern	0	Not at all	18	7	1,026	14	2.8	2.4 ***	.26
		1	Very little	18	8	577	8			
		2	Some	35	15	1,128	16			
		3	Quite a bit	59	23	1,456	20			
		4	Very much	83	32	1,785	24			
		—	Not applicable	35	15	1,224	17			
		Total		248	100	7,196	100			
f. Work experience (on- or off-campus job or prior employment)	CWPwork	0	Not at all	16	6	668	9	2.7	2.6	.11
		1	Very little	23	10	694	9			
		2	Some	54	22	1,497	21			
		3	Quite a bit	62	25	1,690	24			
		4	Very much	84	33	2,183	30			
		—	Not applicable	10	4	464	7			
		Total		249	100	7,196	100			
g. Career fairs, workshops, or course-based exploration of career options	CWPfairs	0	Not at all	38	14	1,626	22	2.0	1.7 ***	.23
		1	Very little	46	18	1,230	16			
		2	Some	66	26	1,623	23			
		3	Quite a bit	38	17	978	14			
		4	Very much	36	15	672	10			
		—	Not applicable	24	10	1,063	14			
		Total		248	100	7,192	100			

NSSE 2025 Career & Workforce Preparation

Frequencies and Statistical Comparisons

Western Michigan University

Seniors

				Frequency Distributions ^a				Statistical Comparisons ^b		
				WMU		Carnegie Class		WMU	Carnegie Class	
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	21	8	630	9	2.5	2.4	.02
		1	Very little	25	10	789	11			
		2	Some	81	33	2,016	28			
		3	Quite a bit	63	25	1,892	26			
		4	Very much	57	23	1,595	23			
		—	Not applicable	2	1	270	4			
		Total	249	100	7,192	100				
i. Fit for your interests and abilities	CWPability	0	Not at all	2	1	170	2	3.2	3.1	.10
		1	Very little	5	2	244	3			
		2	Some	42	18	1,296	19			
		3	Quite a bit	90	38	2,487	34			
		4	Very much	106	41	2,888	39			
		—	Not applicable	2	1	114	2			
		Total	247	100	7,199	100				
j. Desire to impact or support my community	CWPimpact	0	Not at all	7	3	312	4	2.9	2.8	.08
		1	Very little	12	6	506	7			
		2	Some	61	25	1,570	23			
		3	Quite a bit	69	29	2,070	29			
		4	Very much	97	37	2,574	35			
		—	Not applicable	2	1	158	2			
		Total	248	100	7,190	100				
k. Desire to make a difference in broader society	CWP society	0	Not at all	8	3	323	5	2.9	2.8	.09
		1	Very little	13	6	506	7			
		2	Some	57	23	1,605	23			
		3	Quite a bit	66	28	1,977	28			
		4	Very much	103	39	2,631	35			
		—	Not applicable	2	1	166	2			
		Total	249	100	7,208	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	7	2	230	3	2.8	2.7	.04
		1	Very little	22	9	552	8			
		2	Some	62	25	2,018	27			
		3	Quite a bit	85	35	2,360	32			
		4	Very much	70	28	1,913	27			
		—	Not applicable	1	0	117	2			
		Total	247	100	7,190	100				
b. Demonstrate effective work habits (punctuality, working productively with others, time and workload management, etc.)	CWPhabits	0	Not at all	2	1	79	1	3.2	3.2	-.02
		1	Very little	9	4	210	3			
		2	Some	33	15	1,074	15			
		3	Quite a bit	92	37	2,473	34			
		4	Very much	112	43	3,305	46			
		—	Not applicable	1	0	43	1			
		Total	249	100	7,184	100				

NSSE 2025 Career & Workforce Preparation

Frequencies and Statistical Comparisons

Western Michigan University

Seniors

				Frequency Distributions ^a				Statistical Comparisons ^b		
				WMU		Carnegie Class		WMU	Carnegie Class	
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	14	6	558	8	2.4	2.4	.01
		1	Very little	36	14	1,118	15			
		2	Some	84	35	2,176	30			
		3	Quite a bit	63	26	1,688	24			
		4	Very much	47	18	1,456	21			
		—	Not applicable	4	1	183	3			
		Total	248	100	7,179	100				
d. Communicate your knowledge, skills, and experiences to potential employers	CWPcommunicate	0	Not at all	3	1	140	2	2.9	2.9	.00
		1	Very little	14	6	412	6			
		2	Some	58	24	1,693	23			
		3	Quite a bit	96	39	2,595	36			
		4	Very much	77	30	2,266	32			
		—	Not applicable	1	0	72	1			
		Total	249	100	7,178	100				
e. Use career-specific technology (devices, programs, or tools used by those in the field)	CWPtech	0	Not at all	2	1	157	2	2.9	2.9	.00
		1	Very little	17	7	427	6			
		2	Some	62	26	1,764	24			
		3	Quite a bit	81	33	2,489	34			
		4	Very much	82	32	2,254	32			
		—	Not applicable	2	1	86	1			
		Total	246	100	7,177	100				
f. Work effectively with people of other backgrounds (economic, racial/ethnic, political, religious, nationality, etc.)	CWPdiverse	0	Not at all	3	1	78	1	3.2	3.3	-.09
		1	Very little	6	2	134	2			
		2	Some	31	14	889	13			
		3	Quite a bit	88	36	2,190	30			
		4	Very much	119	46	3,817	52			
		—	Not applicable	1	0	64	1			
		Total	248	100	7,172	100				
g. Address ethical issues you might face in your career	CWPethics	0	Not at all	4	1	121	2	3.0	3.0	-.06
		1	Very little	11	5	299	4			
		2	Some	57	23	1,424	20			
		3	Quite a bit	89	37	2,527	34			
		4	Very much	87	34	2,715	38			
		—	Not applicable	1	0	92	1			
		Total	249	100	7,178	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	4	2	252	4	3.2	3.1	.09
		2	Sometimes	46	18	1,465	21			
		3	Often	97	42	2,634	37			
		4	Very often	101	39	2,810	38			
		Total	248	100	7,161	100				
b. Researched a career interest, a potential employer, or the job market	CWPresearch	1	Never	29	11	897	13	2.8	2.7	.12
		2	Sometimes	64	26	2,184	30			
		3	Often	78	33	2,175	31			
		4	Very often	77	30	1,899	26			
		Total	248	100	7,155	100				

NSSE 2025 Career & Workforce Preparation

Frequencies and Statistical Comparisons

Western Michigan University

Seniors

				Frequency Distributions ^a				Statistical Comparisons ^b		
				WMU		Carnegie Class		WMU	Carnegie Class	
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	17	7	638	9	2.9	2.8	.06
		2	Sometimes	70	28	2,115	29			
		3	Often	86	37	2,352	34			
		4	Very often	76	28	2,033	28			
		Total	249	100	7,138	100				
d. Observed employees in action at a place of work (clinics, offices, schools, etc.)	CWPobserve	1	Never	54	21	2,042	29	2.6	2.4 *	.13
		2	Sometimes	65	27	1,779	25			
		3	Often	62	27	1,567	22			
		4	Very often	68	25	1,748	24			
		Total	249	100	7,136	100				
e. Connected your learning to how you can impact your community and society	CWPconnect	1	Never	13	6	625	9	2.9	2.8	.08
		2	Sometimes	66	28	2,032	29			
		3	Often	93	39	2,371	34			
		4	Very often	74	28	2,129	28			
		Total	246	100	7,157	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	18	7	849	12	27%	26%	.02
			Do not plan to do	128	51	3,171	44			
			Plan to do	38	16	1,255	18			
			Done or in progress	65	27	1,869	26			
			Total	249	100	7,144	100			
b. Complete a career profile or self-assessment to identify occupations that match your strengths and interests	CWPprofile		Have not decided	20	8	762	11	39%	32% *	.13
			Do not plan to do	90	36	2,484	35			
			Plan to do	43	18	1,548	22			
			Done or in progress	95	39	2,348	32			
			Total	248	100	7,142	100			
c. Attend a talk, panel discussion, or workshop about careers	CWPtalk		Have not decided	25	10	860	12	43%	34% **	.19
			Do not plan to do	76	30	2,269	32			
			Plan to do	40	17	1,621	23			
			Done or in progress	108	43	2,388	34			
			Total	249	100	7,138	100			
d. Discuss your career interests with a faculty member	CWPfaculty		Have not decided	13	5	635	9	54%	48%	.12
			Do not plan to do	43	19	1,327	19			
			Plan to do	52	22	1,711	24			
			Done or in progress	141	54	3,470	48			
			Total	249	100	7,143	100			
e. Interview or shadow someone in a career that you are considering	CWPinterview		Have not decided	28	12	853	13	46%	36% **	.20
			Do not plan to do	52	22	1,668	24			
			Plan to do	48	21	1,966	28			
			Done or in progress	120	46	2,650	36			
			Total	248	100	7,137	100			
f. Participate in a major- or career-related co-curricular activity (student organization, professional or honor society, etc.)	CWPmajor		Have not decided	15	5	926	13	49%	35% ***	.30
			Do not plan to do	77	31	2,536	35			
			Plan to do	29	14	1,178	17			
			Done or in progress	127	49	2,499	35			
			Total	248	100	7,139	100			

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

Seniors

				Frequency Distributions ^a				Statistical Comparisons ^b		
				WMU		Carnegie Class		WMU	Carnegie Class	
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	18	7	758	11	48%	38% **	.21
			Do not plan to do	70	28	1,839	26			
			Plan to do	39	16	1,748	25			
			Done or in progress	122	48	2,788	38			
			Total	249	100	7,133	100			
h. Get help with your résumé	CWPresume (Means indicate the percentage who responded "Done or in progress.")		Have not decided	10	4	495	7	57%	49% *	.16
			Do not plan to do	33	14	1,286	18			
			Plan to do	58	25	1,877	26			
			Done or in progress	148	57	3,479	49			
			Total	249	100	7,137	100			
i. Participate in a mock or practice interview	CWPmock (Means indicate the percentage who responded "Done or in progress.")		Have not decided	24	9	888	13	34%	29%	.11
			Do not plan to do	87	37	2,351	33			
			Plan to do	47	20	1,839	26			
			Done or in progress	90	34	2,056	29			
			Total	248	100	7,134	100			
j. Participate in a career fair	CWPcareerfair (Means indicate the percentage who responded "Done or in progress.")		Have not decided	19	7	784	11	49%	40% **	.17
			Do not plan to do	72	27	2,023	27			
			Plan to do	41	17	1,569	22			
			Done or in progress	116	49	2,763	40			
			Total	248	100	7,139	100			
k. Complete a paid internship	CWPpaid (Means indicate the percentage who responded "Done or in progress.")		Have not decided	20	7	891	13	39%	30% **	.19
			Do not plan to do	87	34	2,305	31			
			Plan to do	45	20	1,838	27			
			Done or in progress	97	39	2,106	30			
			Total	249	100	7,140	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	24	10	1,061	15	39%	29% ***	.22
			Do not plan to do	57	22	1,427	20			
			Plan to do	69	28	2,585	37			
			Done or in progress	99	39	2,038	29			
			Total	249	100	7,111	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	44	18	1,124	16	2.2	2.3	-.02
		1	Very little	24	9	728	10			
		2	Some	40	16	1,114	16			
		3	Quite a bit	43	17	965	14			
		4	Very much	59	24	1,700	24			
		—	Not working for pay	37	16	1,468	21			
		Total	247	100	7,099	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 73 first-year student(s) and 87 senior(s). Responses are provided in your NSSE25 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

	N		Mean		Standard error ^f		Standard deviation ^g		DF ^h	Sig. ⁱ	Effect size ^d
Variable name	WMU	WMU	Carnegie Class	WMU	Carnegie Class	WMU	Carnegie Class	Comparisons with: Carnegie Class			
CWPidea	289	2.93	2.77	.061	.015	1.04	1.04	321	.013	.15	
CWPrelevant	289	3.18	2.94	.053	.013	.89	.94	325	.000	.26	
CWPquestions	289	3.07	2.71	.061	.015	1.05	1.08	324	.000	.33	
CWPdescribe	288	2.96	2.75	.060	.014	1.02	.96	316	.000	.23	
CWPfeedback	289	2.74	2.42	.070	.016	1.18	1.17	320	.000	.27	
CWPmentor	288	2.31	1.86	.082	.019	1.38	1.37	319	.000	.33	
CWPfamily	284	2.55	2.54	.068	.016	1.15	1.15	317	.906	.01	
CWPinterfac	285	2.05	1.80	.073	.018	1.22	1.23	318	.001	.20	
CWPinteradvis	279	1.96	1.76	.077	.018	1.29	1.25	310	.013	.16	
CWPcocurr	261	1.83	1.51	.083	.020	1.34	1.32	291	.000	.24	
CWPintern	211	1.70	1.54	.096	.023	1.39	1.38	235	.104	.12	
CWPwork	247	1.91	1.89	.088	.021	1.38	1.39	276	.817	.02	
CWPfairs	247	1.86	1.57	.081	.020	1.27	1.27	275	.001	.23	
CWPjobsalary	275	2.38	2.33	.078	.018	1.29	1.23	304	.566	.04	
CWPability	284	3.20	3.02	.053	.014	.89	.99	324	.002	.18	
CWPimpact	278	2.81	2.79	.066	.016	1.10	1.14	312	.709	.02	
CWPsociety	278	2.78	2.78	.066	.016	1.10	1.15	313	.999	.00	
CWPobstacle	282	2.71	2.66	.056	.014	.94	.98	317	.342	.06	
CWP habits	285	3.03	2.93	.054	.013	.91	.95	320	.067	.11	
CWPnetwork	281	2.31	2.18	.071	.017	1.19	1.17	312	.058	.12	
CWPcommunicate	283	2.69	2.57	.058	.015	.98	1.06	321	.054	.11	
CWPtech	284	2.77	2.58	.058	.015	.98	1.07	323	.001	.19	
CWPDiverse	285	3.17	3.15	.053	.013	.90	.93	319	.729	.02	
CWPethics	280	2.86	2.80	.058	.015	.96	1.03	316	.274	.06	
CWPanalyze	287	2.72	2.68	.054	.013	.92	.90	318	.485	.04	
CWPresearch	287	2.61	2.44	.062	.014	1.05	1.00	316	.008	.17	
CWPpractice	286	2.76	2.45	.057	.014	.96	.97	319	.000	.32	
CWPobserve	286	2.15	2.06	.066	.015	1.12	1.04	314	.171	.09	
CWPconnect	286	2.64	2.57	.056	.013	.94	.93	317	.222	.08	

First-Year Students

Variable name	N	Mean		Standard error ^f		Standard deviation ^g		DF ^h	Sig. ⁱ	Effect size ^d
	WMU	WMU	Carnegie Class	WMU	Carnegie Class	WMU	Carnegie Class	Comparisons with: Carnegie Class		
CWPcourse ^k	286	18%	12%	.023	.005	--	--	--	3.047	.17
CWPprofile ^k	286	25%	21%	.026	.006	--	--	--	1.759	.10
CWPtalk ^k	285	28%	16%	.027	.005	--	--	--	5.263	.29
CWPfaculty ^k	286	35%	26%	.028	.006	--	--	--	3.407	.20
CWPinterview ^k	285	17%	11%	.022	.004	--	--	--	2.737	.15
CWPmajor ^k	286	31%	16%	.027	.005	--	--	--	6.600	.36
CWPmeetstaff ^k	286	38%	24%	.029	.006	--	--	--	5.597	.32
CWPresume ^k	286	32%	23%	.028	.006	--	--	--	3.714	.21
CWPmock ^k	286	16%	11%	.022	.004	--	--	--	2.773	.16
CWPcareerfair ^k	286	27%	22%	.026	.006	--	--	--	2.237	.13
CWPpaid ^k	286	8%	6%	.016	.003	--	--	--	1.610	.09
CWPalumni ^k	285	16%	8%	.022	.004	--	--	--	4.476	.24
CWPworkpay	171	1.66	1.51	.109	.027	1.42	1.44	192	.193	.10

Seniors

Variable name	N	Mean		Standard error ^f		Standard deviation ^g		DF ^h	Sig. ⁱ	Effect size ^d
	WMU							Comparisons with:		
		WMU	Carnegie Class	WMU	Carnegie Class	WMU	Carnegie Class	Carnegie Class		
CWPidea	247	2.94	2.93	.061	.014	.96	1.02	271	.875	.01
CWPrelevant	247	3.09	3.10	.058	.012	.91	.92	268	.885	-.01
CWPquestions	247	2.97	2.80	.066	.014	1.03	1.08	270	.015	.15
CWPdescribe	245	3.17	3.06	.054	.012	.84	.91	270	.047	.12
CWPfeedback	245	2.79	2.59	.075	.016	1.17	1.20	267	.010	.16
CWPmentor	244	2.40	2.07	.085	.019	1.32	1.42	268	.000	.23
CWPfamily	239	2.58	2.51	.072	.016	1.11	1.17	262	.318	.06
CWPinterfac	242	2.38	2.16	.077	.017	1.19	1.22	264	.007	.18
CWPinteradvis	238	1.97	1.79	.077	.018	1.19	1.30	263	.028	.13
CWPcocc	197	1.95	1.58	.100	.021	1.40	1.39	213	.000	.26
CWPintern	208	2.75	2.39	.089	.021	1.28	1.44	232	.000	.26
CWPwork	235	2.73	2.59	.079	.018	1.21	1.29	258	.090	.11
CWPfairs	220	2.00	1.69	.088	.019	1.30	1.33	240	.001	.23
CWPjobsalary	242	2.47	2.45	.076	.017	1.18	1.22	265	.779	.02
CWPability	241	3.16	3.07	.055	.013	.85	.97	268	.086	.10
CWPimpact	242	2.92	2.84	.067	.015	1.05	1.12	266	.214	.08
CWPcommunity	242	2.94	2.84	.069	.015	1.07	1.13	266	.168	.09
CWPobstacle	241	2.78	2.74	.067	.014	1.03	1.05	263	.556	.04
CWPhabits	244	3.19	3.21	.056	.012	.87	.89	266	.728	-.02
CWPnetwork	241	2.37	2.36	.072	.016	1.11	1.19	265	.877	.01
CWPcommunicate	244	2.91	2.91	.059	.013	.93	.98	267	.961	.00
CWPtech	239	2.89	2.89	.062	.014	.96	1.00	261	.949	.00
CWPdiverse	243	3.24	3.32	.056	.012	.87	.86	264	.171	-.09
CWPethics	244	2.98	3.04	.060	.013	.93	.96	266	.322	-.06
CWPanalyze	243	3.17	3.09	.050	.011	.78	.85	268	.131	.09
CWPresearch	243	2.82	2.71	.063	.013	.98	.99	264	.070	.12
CWPpractice	244	2.86	2.81	.058	.013	.91	.95	267	.366	.06
CWPobserve	244	2.56	2.42	.069	.015	1.08	1.14	268	.042	.13
CWPconnect	242	2.89	2.81	.057	.013	.88	.95	266	.180	.08

Seniors

Variable name	N		Mean		Standard error ^f		Standard deviation ^g		DF ^h	Sig. ⁱ	Effect size ^d
	WMU	Carnegie Class	WMU	Carnegie Class	WMU	Carnegie Class	WMU	Carnegie Class	Comparisons with: Carnegie Class		
CWPcourse ^k	244	27%	26%	.028	.006	--	--	--	.268	.02	
CWPprofile ^k	244	39%	32%	.031	.006	--	--	--	2.100	.13	
CWPtalk ^k	244	43%	34%	.032	.006	--	--	--	3.004	.19	
CWPfaculty ^k	244	54%	48%	.032	.007	--	--	--	1.872	.12	
CWPinterview ^k	244	46%	36%	.032	.006	--	--	--	3.130	.20	
CWPmajor ^k	244	49%	35%	.032	.006	--	--	--	4.682	.30	
CWPmeetstaff ^k	244	48%	38%	.032	.007	--	--	--	3.224	.21	
CWPpresume ^k	244	57%	49%	.032	.007	--	--	--	2.480	.16	
CWPmock ^k	243	34%	29%	.031	.006	--	--	--	1.751	.11	
CWPcareerfair ^k	243	49%	40%	.032	.007	--	--	--	2.671	.17	
CWPPaid ^k	244	39%	30%	.031	.006	--	--	--	2.992	.19	
CWPAlumni ^k	244	39%	29%	.031	.006	--	--	--	3.488	.22	
CWPworkpay	202	2.23	2.25	.105	.023	1.50	1.49	220	.826	-.02	

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.