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# **NSSE 2021 Topical Module Report**

## **Career & Workforce Preparation**

University of New Hampshire at Manchester

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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.

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## First-Year Students

Item wording or description	Variable name	Values <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				UNH Manchester		all 2021 module ppts		UNH Manchester	all 2021 module ppts	Effect size <sup>d</sup>
				Count	%	Count	%	Mean	Mean	
<b>1. To what extent do the following apply to you?</b>										
a. You have a clear idea of your career plans	CWP01a	0	Not at all	1	9	563	3	<b>2.6</b>	2.8	-.17
		1	Very little	3	12	1,494	8			
		2	Some	3	16	4,389	25			
		3	Quite a bit	7	35	5,942	33			
		4	Very much	6	28	5,507	31			
			Total	20	100	17,895	100			
b. Your experience at this institution has helped clarify your career plans	CWP01b	0	Not at all	2	12	967	6	<b>2.2</b>	2.4	-.20
		1	Very little	2	8	2,065	12			
		2	Some	8	44	5,978	33			
		3	Quite a bit	3	16	5,271	29			
		4	Very much	5	19	3,526	19			
			Total	20	100	17,807	100			
c. What you are learning at this institution is relevant to your career plans	CWP01c	0	Not at all	0	0	341	2	<b>3.1</b>	2.9	.20
		1	Very little	1	9	876	5			
		2	Some	3	17	4,119	23			
		3	Quite a bit	6	27	6,437	35			
		4	Very much	10	47	6,087	34			
			Total	20	100	17,860	100			
d. You know where to go with questions about your career plans or further education	CWP01d	0	Not at all	1	5	652	4	<b>2.7</b>	2.7	-.02
		1	Very little	2	7	1,601	9			
		2	Some	4	25	4,368	24			
		3	Quite a bit	6	37	5,645	31			
		4	Very much	7	26	5,579	31			
			Total	20	100	17,845	100			
e. You can describe the knowledge, skills, and experiences that are necessary for your career plans	CWP01e	0	Not at all	0	0	438	3	<b>2.8</b>	2.7	.07
		1	Very little	2	8	1,379	8			
		2	Some	5	28	4,924	28			
		3	Quite a bit	6	37	6,425	36			
		4	Very much	7	26	4,651	26			
			Total	20	100	17,817	100			
f. You have received supportive feedback from faculty or other advisors about your career plans	CWP01f	0	Not at all	0	0	1,282	8	<b>2.9</b>	2.4 *	.42
		1	Very little	1	9	2,320	13			
		2	Some	5	19	4,883	27			
		3	Quite a bit	7	41	5,168	28			
		4	Very much	7	31	4,176	23			
			Total	20	100	17,829	100			
<b>2. To what extent have the following influenced your career plans?</b>										
a. Interest or passion for the work	CWP02a	0	Not at all	0	0	220	1	<b>3.5</b>	3.2	.33
		1	Very little	1	4	584	3			
		2	Some	3	12	2,897	17			
		3	Quite a bit	4	19	6,205	34			
		4	Very much	12	65	7,686	43			
		—	Not applicable	0	0	228	1			
			Total	20	100	17,820	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 <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				UNH Manchester		all 2021 module ppts		UNH Manchester	all 2021 module ppts	Effect size <sup>d</sup>
				Count	%	Count	%	Mean	Mean	
b. Fit for your skills and abilities	CWP02b	0	Not at all	0	0	172	1	<b>3.0</b>	3.1	-.10
		1	Very little	0	0	509	3			
		2	Some	5	19	3,540	20			
		3	Quite a bit	11	65	7,120	40			
		4	Very much	4	16	6,227	35			
		—	Not applicable	0	0	235	1			
Total				20	100	17,803	100			
c. Advice from family or friends	CWP02c	0	Not at all	0	0	1,086	7	<b>2.5</b>	2.5	.03
		1	Very little	3	16	2,180	12			
		2	Some	5	23	5,040	29			
		3	Quite a bit	7	37	5,059	27			
		4	Very much	3	12	4,102	22			
		—	Not applicable	2	12	346	2			
Total				20	100	17,813	100			
d. Advice from a high school teacher or counselor	CWP02d	0	Not at all	3	16	3,601	21	<b>2.5</b>	1.8 *	.50
		1	Very little	1	4	3,334	18			
		2	Some	6	27	4,192	23			
		3	Quite a bit	4	19	2,957	16			
		4	Very much	5	31	2,481	13			
		—	Not applicable	1	4	1,248	8			
Total				20	100	17,813	100			
e. Interactions with a faculty member or advisor	CWP02e	0	Not at all	1	9	2,565	16	<b>2.3</b>	1.9	.25
		1	Very little	4	19	3,334	19			
		2	Some	6	21	5,116	28			
		3	Quite a bit	4	25	3,534	19			
		4	Very much	3	19	2,423	13			
		—	Not applicable	2	7	827	5			
Total				20	100	17,799	100			
f. Co-curricular activities (student organizations or clubs, campus publications, student government, fraternity or sorority, intercollegiate or intramural sports, etc.)	CWP02f	0	Not at all	3	16	4,313	25	<b>1.8</b>	1.6	.21
		1	Very little	5	23	2,821	15			
		2	Some	1	5	3,266	18			
		3	Quite a bit	3	16	2,293	12			
		4	Very much	2	14	1,643	9			
		—	Not applicable	6	27	3,451	21			
Total				20	100	17,787	100			
g. Internship, co-op, field experience, student teaching, or clinical placement	CWP02g	0	Not at all	4	19	3,770	22	<b>1.4</b>	1.6	-.14
		1	Very little	3	17	1,874	10			
		2	Some	0	0	2,624	14			
		3	Quite a bit	1	9	2,068	11			
		4	Very much	2	8	1,707	10			
		—	Not applicable	10	46	5,729	33			
Total				20	100	17,772	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 <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>			
				UNH Manchester		all 2021 module ppts		UNH Manchester	all 2021 module ppts	Effect size <sup>d</sup>	
				Count	%	Count	%	Mean	Mean		
h. Work experience (on- or off-campus job or prior employment)	CWP02h	0	Not at all	3	16	3,169	18	<b>1.6</b>	2.0	-.27	
		1	Very little	6	33	2,129	12				
		2	Some	3	11	3,504	19				
		3	Quite a bit	2	7	2,860	16				
		4	Very much	2	14	2,989	17				
		—	Not applicable	4	19	3,125	18				
Total				20	100	17,776	100				
i. Career fairs, workshops, or course-based exploration of career options	CWP02i	0	Not at all	1	4	4,196	24	<b>2.1</b>	1.5 *	▲	.46
		1	Very little	3	16	2,767	15				
		2	Some	7	37	3,569	20				
		3	Quite a bit	3	21	1,974	11				
		4	Very much	1	5	1,281	7				
		—	Not applicable	5	18	3,969	23				
Total				20	100	17,756	100				
j. Expected availability of jobs in the field	CWP02j	0	Not at all	2	12	2,146	12	<b>2.4</b>	2.3		.08
		1	Very little	2	7	2,009	11				
		2	Some	6	32	4,881	27				
		3	Quite a bit	5	24	4,372	25				
		4	Very much	4	21	3,048	17				
		—	Not applicable	1	4	1,298	8				
Total				20	100	17,754	100				
k. Potential salary or earnings	CWP02k	0	Not at all	0	0	1,630	9	<b>2.8</b>	2.5		.32
		1	Very little	2	12	1,974	11				
		2	Some	4	19	4,815	27				
		3	Quite a bit	6	32	4,781	27				
		4	Very much	6	29	3,850	22				
		—	Not applicable	2	7	734	4				
Total				20	100	17,784	100				
<b>3. How much confidence do you have in your ability to do the following?</b>											
a. Demonstrate effective work habits (punctuality, working productively with others, time and workload management, etc.)	CWP03a	0	Not at all	0	0	181	1	<b>2.8</b>	3.1		-.36
		1	Very little	0	0	583	3				
		2	Some	5	30	3,033	17				
		3	Quite a bit	12	58	6,521	36				
		4	Very much	3	12	7,311	42				
		—	Not applicable	0	0	118	1				
Total				20	100	17,747	100				
b. Network with alumni or professionals to make potential career connections	CWP03b	0	Not at all	1	4	1,160	7	<b>2.2</b>	2.3		-.10
		1	Very little	4	19	2,894	16				
		2	Some	7	37	5,705	32				
		3	Quite a bit	5	28	4,148	23				
		4	Very much	2	8	3,215	18				
		—	Not applicable	1	4	609	4				
Total				20	100	17,731	100				

## First-Year Students

Item wording or description	Variable name	Values <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				UNH Manchester		all 2021 module ppts		UNH Manchester	all 2021 module ppts	Effect size <sup>d</sup>
				Count	%	Count	%	Mean	Mean	
c. Communicate your knowledge, skills, and experiences to potential employers	CWP03c	0	Not at all	0	0	426	2	<b>2.2</b>	2.8 *	▼ -.53
		1	Very little	3	21	1,354	8			
		2	Some	10	47	4,909	27			
		3	Quite a bit	4	19	6,066	34			
		4	Very much	3	12	4,706	27			
		—	Not applicable	0	0	259	2			
Total				20	100	17,720	100			
d. Use career-specific technology (devices, programs, or tools used by those in the field)	CWP03d	0	Not at all	0	0	533	3	<b>2.3</b>	2.8	-.40
		1	Very little	1	9	1,439	8			
		2	Some	9	54	4,788	26			
		3	Quite a bit	7	25	5,743	32			
		4	Very much	2	8	4,836	29			
		—	Not applicable	1	4	379	2			
Total				20	100	17,718	100			
e. Work effectively with people of other backgrounds (economic, racial/ethnic, political, religious, nationality, etc.)	CWP03e	0	Not at all	0	0	184	1	<b>3.5</b>	3.4	.13
		1	Very little	0	0	365	2			
		2	Some	1	9	1,968	11			
		3	Quite a bit	7	35	5,477	30			
		4	Very much	12	56	9,528	55			
		—	Not applicable	0	0	192	1			
Total				20	100	17,714	100			
f. Address ethical issues you might face in your career	CWP03f	0	Not at all	1	4	307	2	<b>2.7</b>	3.1	-.34
		1	Very little	2	14	717	4			
		2	Some	4	19	3,530	19			
		3	Quite a bit	5	28	6,109	34			
		4	Very much	7	31	6,778	39			
		—	Not applicable	1	4	284	2			
Total				20	100	17,725	100			
<b>4. In your courses at this institution, about how often have you done the following?</b>										
a. Analyzed a case, scenario, or simulation of a real-life situation	CWP04a	1	Never	2	7	1,539	9	<b>3.0</b>	2.7	.32
		2	Sometimes	4	21	5,407	31			
		3	Often	8	34	6,401	36			
		4	Very often	6	38	4,337	24			
		Total				20	100			
b. Researched a career interest, a potential employer, or the job market	CWP04b	1	Never	7	30	4,583	26	<b>2.1</b>	2.3	-.23
		2	Sometimes	8	40	5,543	31			
		3	Often	3	21	4,529	25			
		4	Very often	2	8	3,017	17			
		Total				20	100			
c. Learned about a career or industry from practicing professionals	CWP04c	1	Never	8	34	4,061	24	<b>2.3</b>	2.4	-.05
		2	Sometimes	6	32	5,794	33			
		3	Often	1	5	4,802	27			
		4	Very often	5	30	3,023	17			
		Total				20	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 <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				UNH Manchester		all 2021 module ppts		UNH Manchester	all 2021 module ppts	Effect size <sup>d</sup>
				Count	%	Count	%	Mean	Mean	
<b>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)?<sup>1</sup></b>										
a. Take a career exploration, planning, or development course	CWP05a  <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	4	19	4,719	27	<b>16%</b>	12%	.11
			Do not plan to do	2	18	2,956	18			
			Plan to do	10	47	7,881	44			
			Done or in progress	4	16	2,096	12			
			Total	20	100	17,652	100			
b. Complete a career profile or self-assessment to identify occupations that match your strengths and interests	CWP05b  <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	2	7	3,289	19	<b>31%</b>	21%	.24
			Do not plan to do	2	18	2,535	15			
			Plan to do	9	44	8,103	45			
			Done or in progress	7	31	3,708	21			
			Total	20	100	17,635	100			
c. Attend a talk, panel discussion, or workshop about careers	CWP05c  <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	5	28	3,980	23	<b>5%</b>	14%	-.31
			Do not plan to do	3	16	2,578	15			
			Plan to do	11	51	8,602	48			
			Done or in progress	1	5	2,482	14			
			Total	20	100	17,642	100			
d. Discuss your career interests with a faculty member	CWP05d  <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	1	4	2,332	14	<b>49%</b>	27% *	.46
			Do not plan to do	0	0	1,181	7			
			Plan to do	10	47	9,195	52			
			Done or in progress	9	49	4,929	27			
			Total	20	100	17,637	100			
e. Interview or shadow someone in a career that you are considering	CWP05e  <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	4	30	2,825	17	<b>8%</b>	12%	-.11
			Do not plan to do	0	0	1,114	7			
			Plan to do	14	62	11,559	64			
			Done or in progress	2	8	2,139	12			
			Total	20	100	17,637	100			
f. Participate in a major- or career-related co-curricular activity (student organization, professional or honor society, etc.)	CWP05f  <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	10	46	4,485	26	<b>0%</b>	13%	-.73
			Do not plan to do	0	0	2,027	13			
			Plan to do	10	54	8,773	49			
			Done or in progress	0	0	2,338	13			
			Total	20	100	17,623	100			
g. Use resources and information (database or other digital tools, videos, guides, books, etc.) from career services	CWP05g  <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	5	18	3,946	23	<b>33%</b>	14% *	.46
			Do not plan to do	1	9	1,592	9			
			Plan to do	8	40	9,591	54			
			Done or in progress	6	33	2,478	14			
			Total	20	100	17,607	100			
h. Meet with career services staff to explore your interests and future plans	CWP05h  <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	4	25	3,810	22	<b>5%</b>	10%	-.19
			Do not plan to do	1	9	1,835	11			
			Plan to do	14	62	10,144	57			
			Done or in progress	1	5	1,821	10			
			Total	20	100	17,610	100			
i. Get help with your résumé	CWP05i  <i>(Means indicate the percentage who responded "Done or in progress.")</i>		Have not decided	2	7	2,154	13	<b>21%</b>	17%	.09
			Do not plan to do	1	9	1,400	9			
			Plan to do	13	63	10,932	61			
			Done or in progress	4	21	3,152	17			
			Total	20	100	17,638	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 <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				UNH Manchester		all 2021 module ppts		UNH Manchester	all 2021 module ppts	Effect size <sup>d</sup>
				Count	%	Count	%	Mean	Mean	
j. Participate in a mock or practice interview	CWP05j  (Means indicate the percentage who responded "Done or in progress.")		Have not decided	4	14	4,007	23	<b>5%</b>	9%	-.18
			Do not plan to do	1	9	2,214	14			
			Plan to do	14	72	9,697	54			
			Done or in progress	1	5	1,705	9			
			Total	20	100	17,623	100			
k. Participate in a career fair	CWP05k  (Means indicate the percentage who responded "Done or in progress.")		Have not decided	6	32	4,413	25	<b>10%</b>	10%	.00
			Do not plan to do	2	12	2,485	15			
			Plan to do	10	46	8,995	50			
			Done or in progress	2	10	1,744	10			
			Total	20	100	17,637	100			
l. Network with alumni or professionals in a field related to your career interests	CWP05l  (Means indicate the percentage who responded "Done or in progress.")		Have not decided	7	46	4,032	23	<b>5%</b>	8%	-.11
			Do not plan to do	1	4	1,199	7			
			Plan to do	11	46	10,971	62			
			Done or in progress	1	5	1,358	8			
			Total	20	100	17,560	100			
<b>6. If you are currently working for pay, to what extent is this work related to your career plans?</b>										
	CWP06	0	Not at all	4	25	3,494	20	<b>1.2</b>	1.6	-.24
		1	Very little	3	16	1,663	9			
		2	Some	5	28	1,807	10			
		3	Quite a bit	0	0	1,062	6			
		4	Very much	1	5	1,788	11			
		—	Not working for pay	7	26	7,738	44			
			Total	20	100	17,552	100			
<b>7. Is there anything this institution could do better to help students develop their career plans or gain work-related skills? Please describe.</b>										

This final question asked students to respond in an open text box. Comments were recorded for 5 first-year students and 17 seniors. Responses are provided in your NSSE21 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.*

\*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 <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				UNH Manchester		all 2021 module ppts		UNH Manchester	all 2021 module ppts	Effect size <sup>d</sup>
				Count	%	Count	%	Mean	Mean	
<b>1. To what extent do the following apply to you?</b>										
a. You have a clear idea of your career plans	CWP01a	0	Not at all	3	5	591	3	<b>2.6</b>	3.0 **	-0.40 ▼
		1	Very little	6	10	1,356	6			
		2	Some	17	28	4,735	20			
		3	Quite a bit	22	37	7,057	30			
		4	Very much	12	20	9,249	42			
			Total	60	100	22,988	100			
b. Your experience at this institution has helped clarify your career plans	CWP01b	0	Not at all	3	5	1,260	6	<b>2.6</b>	2.6	.00
		1	Very little	8	15	2,095	9			
		2	Some	14	22	6,049	26			
		3	Quite a bit	16	27	6,964	30			
		4	Very much	19	31	6,489	29			
			Total	60	100	22,857	100			
c. What you are learning at this institution is relevant to your career plans	CWP01c	0	Not at all	1	2	345	2	<b>3.0</b>	3.1	-.11
		1	Very little	5	9	839	4			
		2	Some	10	16	4,276	18			
		3	Quite a bit	20	33	7,483	32			
		4	Very much	24	40	9,994	45			
			Total	60	100	22,937	100			
d. You know where to go with questions about your career plans or further education	CWP01d	0	Not at all	2	4	945	4	<b>2.9</b>	2.8	.09
		1	Very little	4	7	1,899	8			
		2	Some	11	18	5,158	22			
		3	Quite a bit	22	37	6,780	29			
		4	Very much	21	34	8,107	36			
			Total	60	100	22,889	100			
e. You can describe the knowledge, skills, and experiences that are necessary for your career plans	CWP01e	0	Not at all	2	4	404	2	<b>2.9</b>	3.0	-.16
		1	Very little	3	5	899	4			
		2	Some	14	23	4,282	18			
		3	Quite a bit	20	35	8,408	36			
		4	Very much	20	33	8,895	40			
			Total	59	100	22,888	100			
f. You have received supportive feedback from faculty or other advisors about your career plans	CWP01f	0	Not at all	2	4	1,730	8	<b>2.7</b>	2.6	.12
		1	Very little	8	15	2,580	11			
		2	Some	13	22	5,312	23			
		3	Quite a bit	16	26	6,225	26			
		4	Very much	20	33	7,015	31			
			Total	59	100	22,862	100			
<b>2. To what extent have the following influenced your career plans?</b>										
a. Interest or passion for the work	CWP02a	0	Not at all	1	2	292	1	<b>3.3</b>	3.2	.04
		1	Very little	1	1	591	3			
		2	Some	8	13	3,165	14			
		3	Quite a bit	18	30	7,596	33			
		4	Very much	30	49	11,027	48			
		—	Not applicable	2	4	203	1			
			Total	60	100	22,874	100			

## Seniors

Item wording or description	Variable name	Values <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				UNH Manchester		all 2021 module ppts		UNH Manchester	all 2021 module ppts	Effect size <sup>d</sup>
				Count	%	Count	%	Mean	Mean	
b. Fit for your skills and abilities	CWP02b	0	Not at all	1	2	203	1	<b>3.1</b>	3.2	-.10
		1	Very little	2	3	478	2			
		2	Some	9	15	3,423	15			
		3	Quite a bit	23	39	8,699	38			
		4	Very much	23	39	9,843	44			
		—	Not applicable	1	2	210	1			
Total				59	100	22,856	100			
c. Advice from family or friends	CWP02c	0	Not at all	5	7	1,611	8	<b>2.6</b>	2.4	.15
		1	Very little	3	6	3,014	14			
		2	Some	17	28	6,736	29			
		3	Quite a bit	19	32	5,729	24			
		4	Very much	14	23	5,196	22			
		—	Not applicable	2	4	573	3			
Total				60	100	22,859	100			
d. Advice from a high school teacher or counselor	CWP02d	0	Not at all	18	30	7,019	32	<b>1.5</b>	1.4	.04
		1	Very little	9	14	4,225	18			
		2	Some	12	20	3,929	16			
		3	Quite a bit	6	9	2,231	9			
		4	Very much	5	10	2,391	10			
		—	Not applicable	10	16	3,060	15			
Total				60	100	22,855	100			
e. Interactions with a faculty member or advisor	CWP02e	0	Not at all	8	13	3,045	15	<b>2.3</b>	2.1	.19
		1	Very little	6	11	3,392	15			
		2	Some	14	24	6,353	27			
		3	Quite a bit	15	24	4,993	21			
		4	Very much	14	23	3,917	16			
		—	Not applicable	3	5	1,147	6			
Total				60	100	22,847	100			
f. Co-curricular activities (student organizations or clubs, campus publications, student government, fraternity or sorority, intercollegiate or intramural sports, etc.)	CWP02f	0	Not at all	21	36	6,105	28	<b>1.2</b>	1.5	-.23
		1	Very little	6	9	3,128	13			
		2	Some	8	14	3,686	15			
		3	Quite a bit	4	7	2,654	10			
		4	Very much	4	7	2,348	10			
		—	Not applicable	17	27	4,911	24			
Total				60	100	22,832	100			
g. Internship, co-op, field experience, student teaching, or clinical placement	CWP02g	0	Not at all	5	9	3,642	18	<b>2.6</b>	2.2	.24
		1	Very little	4	8	1,635	7			
		2	Some	13	21	3,307	14			
		3	Quite a bit	14	23	4,171	17			
		4	Very much	16	27	5,056	20			
		—	Not applicable	8	13	5,000	24			
Total				60	100	22,811	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 <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				UNH Manchester		all 2021 module ppts		UNH Manchester	all 2021 module ppts	Effect size <sup>d</sup>
				Count	%	Count	%	Mean	Mean	
h. Work experience (on- or off-campus job or prior employment)	CWP02h	0	Not at all	4	7	2,382	10	<b>2.8</b>	2.6	.17
		1	Very little	4	7	1,959	8			
		2	Some	11	18	4,415	18			
		3	Quite a bit	15	24	5,227	23			
		4	Very much	20	33	6,837	31			
		—	Not applicable	6	11	1,984	9			
Total				60	100	22,804	100			
i. Career fairs, workshops, or course-based exploration of career options	CWP02i	0	Not at all	13	22	5,841	27	<b>1.5</b>	1.5	.00
		1	Very little	10	17	3,593	15			
		2	Some	16	28	4,449	19			
		3	Quite a bit	4	6	2,576	10			
		4	Very much	4	7	2,065	9			
		—	Not applicable	12	21	4,281	20			
Total				59	100	22,805	100			
j. Expected availability of jobs in the field	CWP02j	0	Not at all	8	13	2,450	11	<b>2.2</b>	2.4	-.16
		1	Very little	7	12	2,303	10			
		2	Some	16	28	6,160	26			
		3	Quite a bit	16	28	5,735	25			
		4	Very much	7	12	4,802	22			
		—	Not applicable	4	8	1,349	6			
Total				58	100	22,799	100			
k. Potential salary or earnings	CWP02k	0	Not at all	4	7	2,088	9	<b>2.4</b>	2.4	-.06
		1	Very little	11	18	2,619	11			
		2	Some	13	21	6,327	27			
		3	Quite a bit	19	33	5,810	26			
		4	Very much	10	17	5,114	24			
		—	Not applicable	2	4	873	4			
Total				59	100	22,831	100			
<b>3. How much confidence do you have in your ability to do the following?</b>										
a. Demonstrate effective work habits (punctuality, working productively with others, time and workload management, etc.)	CWP03a	0	Not at all	1	2	153	1	<b>3.4</b>	3.4	.00
		1	Very little	2	3	392	2			
		2	Some	2	3	2,286	10			
		3	Quite a bit	20	33	6,775	29			
		4	Very much	33	56	13,028	58			
		—	Not applicable	1	2	147	1			
Total				59	100	22,781	100			
b. Network with alumni or professionals to make potential career connections	CWP03b	0	Not at all	5	7	1,501	7	<b>2.4</b>	2.4	-.01
		1	Very little	6	11	3,077	14			
		2	Some	20	34	6,733	29			
		3	Quite a bit	13	22	5,284	23			
		4	Very much	14	23	5,456	24			
		—	Not applicable	1	2	712	4			
Total				59	100	22,763	100			

## Seniors

Item wording or description	Variable name	Values <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				UNH Manchester		all 2021 module ppts		UNH Manchester	all 2021 module ppts	Effect size <sup>d</sup>
				Count	%	Count	%	Mean	Mean	
c. Communicate your knowledge, skills, and experiences to potential employers	CWP03c	0	Not at all	2	3	317	1	<b>3.0</b>	3.0	-.07
		1	Very little	3	5	984	4			
		2	Some	11	20	4,732	20			
		3	Quite a bit	22	35	7,982	34			
		4	Very much	20	35	8,494	38			
		—	Not applicable	1	2	241	1			
Total				59	100	22,750	100			
d. Use career-specific technology (devices, programs, or tools used by those in the field)	CWP03d	0	Not at all	4	7	362	2	<b>2.7</b>	3.0	-.29
		1	Very little	3	5	1,066	5			
		2	Some	13	23	4,915	21			
		3	Quite a bit	21	34	7,648	33			
		4	Very much	16	27	8,458	39			
		—	Not applicable	2	4	316	1			
Total				59	100	22,765	100			
e. Work effectively with people of other backgrounds (economic, racial/ethnic, political, religious, nationality, etc.)	CWP03e	0	Not at all	0	0	153	1	<b>3.4</b>	3.5	-.08
		1	Very little	2	4	305	1			
		2	Some	6	11	1,955	8			
		3	Quite a bit	16	26	6,617	28			
		4	Very much	34	58	13,464	60			
		—	Not applicable	1	2	231	1			
Total				59	100	22,725	100			
f. Address ethical issues you might face in your career	CWP03f	0	Not at all	1	2	246	1	<b>3.2</b>	3.2	.04
		1	Very little	1	1	587	3			
		2	Some	11	19	3,561	15			
		3	Quite a bit	14	22	7,729	33			
		4	Very much	31	53	10,338	47			
		—	Not applicable	1	2	282	1			
Total				59	100	22,743	100			
<b>4. In your courses at this institution, about how often have you done the following?</b>										
a. Analyzed a case, scenario, or simulation of a real-life situation	CWP04a	1	Never	3	6	725	3	<b>3.2</b>	3.1	.10
		2	Sometimes	10	17	4,531	20			
		3	Often	16	27	8,047	35			
		4	Very often	30	50	9,416	41			
		Total				59	100			
b. Researched a career interest, a potential employer, or the job market	CWP04b	1	Never	11	19	3,934	19	<b>2.6</b>	2.6	-.01
		2	Sometimes	19	32	6,748	30			
		3	Often	12	21	6,179	26			
		4	Very often	17	28	5,834	25			
		Total				59	100			
c. Learned about a career or industry from practicing professionals	CWP04c	1	Never	6	10	2,903	14	<b>2.8</b>	2.7	.11
		2	Sometimes	18	31	6,864	30			
		3	Often	17	29	6,768	29			
		4	Very often	18	30	6,152	26			
		Total				59	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 <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				UNH Manchester		all 2021 module ppts		UNH Manchester	all 2021 module ppts	Effect size <sup>d</sup>
				Count	%	Count	%	Mean	Mean	
<b>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)?<sup>i</sup></b>										
a. Take a career exploration, planning, or development course	CWP05a		Have not decided	7	13	3,024	14	<b>37%</b>	24% *	.28 ▲
			Do not plan to do	26	42	10,454	47			
			Plan to do	5	8	3,614	16			
			Done or in progress	21	37	5,547	23			
			Total	59	100	22,639	100			
	<i>(Means indicate the percentage who responded "Done or in progress.")</i>									
b. Complete a career profile or self-assessment to identify occupations that match your strengths and interests	CWP05b		Have not decided	8	13	2,605	12	<b>42%</b>	31%	.22
			Do not plan to do	22	37	8,106	37			
			Plan to do	5	8	4,620	21			
			Done or in progress	24	42	7,278	30			
			Total	59	100	22,609	100			
	<i>(Means indicate the percentage who responded "Done or in progress.")</i>									
c. Attend a talk, panel discussion, or workshop about careers	CWP05c		Have not decided	3	6	2,929	14	<b>39%</b>	30%	.19
			Do not plan to do	24	39	8,252	38			
			Plan to do	10	16	4,572	20			
			Done or in progress	22	39	6,885	28			
			Total	59	100	22,638	100			
	<i>(Means indicate the percentage who responded "Done or in progress.")</i>									
d. Discuss your career interests with a faculty member	CWP05d		Have not decided	2	4	2,195	10	<b>61%</b>	43% **	.35 ▲
			Do not plan to do	12	21	5,041	25			
			Plan to do	9	15	5,193	23			
			Done or in progress	36	61	10,185	42			
			Total	59	100	22,614	100			
	<i>(Means indicate the percentage who responded "Done or in progress.")</i>									
e. Interview or shadow someone in a career that you are considering	CWP05e		Have not decided	5	10	2,809	13	<b>40%</b>	32%	.16
			Do not plan to do	16	29	6,127	29			
			Plan to do	13	21	5,935	26			
			Done or in progress	25	40	7,745	31			
			Total	59	100	22,616	100			
	<i>(Means indicate the percentage who responded "Done or in progress.")</i>									
f. Participate in a major- or career-related co-curricular activity (student organization, professional or honor society, etc.)	CWP05f		Have not decided	9	17	3,133	14	<b>25%</b>	31%	-.14
			Do not plan to do	30	50	8,708	41			
			Plan to do	5	8	3,487	15			
			Done or in progress	15	25	7,250	29			
			Total	59	100	22,578	100			
	<i>(Means indicate the percentage who responded "Done or in progress.")</i>									
g. Use resources and information (database or other digital tools, videos, guides, books, etc.) from career services	CWP05g		Have not decided	7	14	2,921	13	<b>32%</b>	31%	.01
			Do not plan to do	17	29	6,551	30			
			Plan to do	16	26	5,842	27			
			Done or in progress	19	32	7,244	30			
			Total	59	100	22,558	100			
	<i>(Means indicate the percentage who responded "Done or in progress.")</i>									
h. Meet with career services staff to explore your interests and future plans	CWP05h		Have not decided	10	19	3,393	16	<b>30%</b>	23%	.16
			Do not plan to do	17	30	8,519	39			
			Plan to do	14	22	5,297	24			
			Done or in progress	16	30	5,361	22			
			Total	57	100	22,570	100			
	<i>(Means indicate the percentage who responded "Done or in progress.")</i>									
i. Get help with your résumé	CWP05i		Have not decided	7	12	1,803	8	<b>56%</b>	42% *	.27 ▲
			Do not plan to do	9	17	4,898	24			
			Plan to do	10	15	6,101	28			
			Done or in progress	32	56	9,802	40			
			Total	58	100	22,604	100			
	<i>(Means indicate the percentage who responded "Done or in progress.")</i>									

## Seniors

Item wording or description	Variable name	Values <sup>c</sup>	Response options	Frequency Distributions <sup>a</sup>				Statistical Comparisons <sup>b</sup>		
				UNH Manchester		all 2021 module ppts		UNH Manchester	all 2021 module ppts	Effect size <sup>d</sup>
				Count	%	Count	%	Mean	Mean	
j. Participate in a mock or practice interview	CWP05j  (Means indicate the percentage who responded "Done or in progress.")		Have not decided	7	13	2,876	13	<b>32%</b>	27%	.11
			Do not plan to do	19	33	7,854	37			
			Plan to do	14	22	5,550	25			
			Done or in progress	19	32	6,301	25			
			Total	59	100	22,581	100			
k. Participate in a career fair	CWP05k  (Means indicate the percentage who responded "Done or in progress.")		Have not decided	11	18	3,075	14	<b>33%</b>	30%	.06
			Do not plan to do	14	24	7,775	36			
			Plan to do	14	25	4,880	22			
			Done or in progress	20	33	6,851	28			
			Total	59	100	22,581	100			
l. Network with alumni or professionals in a field related to your career interests	CWP05l  (Means indicate the percentage who responded "Done or in progress.")		Have not decided	10	18	3,620	16	<b>41%</b>	26% *	.32
			Do not plan to do	9	16	4,999	23			
			Plan to do	15	25	7,851	36			
			Done or in progress	24	41	6,042	25			
			Total	58	100	22,512	100			
<b>6. If you are currently working for pay, to what extent is this work related to your career plans?</b>										
	CWP06	0	Not at all	14	25	3,571	15	<b>1.9</b>	2.2	-.23
		1	Very little	5	8	2,068	9			
		2	Some	13	20	3,210	14			
		3	Quite a bit	4	7	2,532	11			
		4	Very much	12	21	5,591	28			
		—	Not working for pay	11	19	5,569	24			
			Total	59	100	22,541	100			
<b>7. Is there anything this institution could do better to help students develop their career plans or gain work-related skills? Please describe.</b>										

**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 5 first-year students and 17 seniors. Responses are provided in your NSSE21 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.*

\*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 <sup>f</sup>		Standard deviation <sup>g</sup>		DF <sup>h</sup>	Sig. <sup>i</sup>	Effect size <sup>d</sup>
	UNH Manchester	UNH Manchester	all 2021 module ppts	UNH Manchester	all 2021 module ppts	UNH Manchester	all 2021 module ppts			
CWP01a	20	2.62	2.79	.284	.006	1.28	1.07	30,233	.452	-.17
CWP01b	20	2.21	2.43	.275	.006	1.24	1.11	30,093	.364	-.20
CWP01c	20	3.13	2.93	.225	.006	1.02	0.99	30,149	.364	.20
CWP01d	20	2.73	2.75	.245	.006	1.11	1.11	30,132	.936	-.02
CWP01e	20	2.81	2.74	.210	.006	0.94	1.01	30,085	.761	.07
CWP01f	20	2.95	2.45	.210	.007	0.95	1.20	19	.028	.42
CWP02a	20	3.46	3.15	.191	.005	0.86	0.91	29,656	.134	.33
CWP02b	20	2.96	3.06	.134	.005	0.60	0.87	19	.507	-.10
CWP02c	18	2.51	2.47	.230	.007	0.97	1.17	29,447	.893	.03
CWP02d	20	2.48	1.80	.324	.008	1.44	1.35	27,808	.028	.50
CWP02e	19	2.27	1.95	.298	.007	1.29	1.27	28,572	.269	.25
CWP02f	15	1.84	1.56	.390	.009	1.51	1.36	23,896	.416	.21
CWP02g	11	1.44	1.64	.473	.010	1.57	1.44	20,153	.638	-.14
CWP02h	16	1.62	2.01	.345	.009	1.39	1.43	24,584	.270	-.27
CWP02i	17	2.10	1.49	.233	.009	0.95	1.31	16	.020	.46
CWP02j	20	2.35	2.25	.291	.008	1.29	1.26	27,747	.723	.08
CWP02k	19	2.84	2.45	.240	.007	1.04	1.22	28,755	.167	.32
CWP03a	20	2.82	3.14	.141	.005	0.64	0.90	29,725	.108	-.36
CWP03b	20	2.19	2.31	.227	.007	1.00	1.16	28,877	.650	-.10
CWP03c	20	2.22	2.76	.208	.006	0.94	1.02	29,438	.017	-.53
CWP03d	20	2.34	2.76	.177	.006	0.78	1.05	29,236	.079	-.40
CWP03e	20	3.47	3.36	.148	.005	0.67	0.85	29,514	.568	.13
CWP03f	20	2.73	3.06	.270	.006	1.20	0.96	29,389	.133	-.34
CWP04a	20	3.03	2.74	.213	.005	0.96	0.92	29,842	.149	.32
CWP04b	20	2.08	2.32	.209	.006	0.94	1.04	29,808	.293	-.23
CWP04c	20	2.30	2.36	.277	.006	1.25	1.02	29,830	.819	-.05
CWP05a <sup>k</sup>	20	16%	12%	.083	.002	--	--	--	.597	.11
CWP05b <sup>k</sup>	20	31%	21%	.106	.002	--	--	--	.239	.24
CWP05c <sup>k</sup>	20	5%	14%	.049	.002	--	--	--	.255	-.31
CWP05d <sup>k</sup>	20	49%	27%	.114	.003	--	--	--	.025	.46
CWP05e <sup>k</sup>	20	8%	12%	.063	.002	--	--	--	.639	-.11
CWP05f <sup>k</sup>	20	0%	13%	.000	.002	--	--	--	.086	-.73
CWP05g <sup>k</sup>	20	33%	14%	.107	.002	--	--	--	.013	.46
CWP05h <sup>k</sup>	20	5%	10%	.049	.002	--	--	--	.449	-.19
CWP05i <sup>k</sup>	18	21%	17%	.092	.002	--	--	--	.681	.09
CWP05j <sup>k</sup>	20	5%	9%	.049	.002	--	--	--	.482	-.18
CWP05k <sup>k</sup>	19	10%	10%	.068	.002	--	--	--	.991	.00
CWP05l <sup>k</sup>	15	5%	8%	.049	.002	--	--	--	.641	-.11
CWP06	15	1.25	1.62	.300	.012	1.16	1.52	14	.241	-.24

## Seniors

Variable name	N	Mean		Standard error <sup>f</sup>		Standard deviation <sup>g</sup>		DF <sup>h</sup>	Sig. <sup>i</sup>	Effect size <sup>d</sup>
	UNH Manchester	UNH Manchester	all 2021 module ppts	UNH Manchester	all 2021 module ppts	UNH Manchester	all 2021 module ppts			
CWP01a	59	2.56	2.98	.141	.005	1.08	1.05	47,950	.002	-.40
CWP01b	59	2.63	2.64	.159	.005	1.22	1.16	47,653	.970	.00
CWP01c	59	3.00	3.10	.138	.004	1.06	0.96	47,821	.416	-.11
CWP01d	59	2.90	2.80	.140	.005	1.07	1.14	47,745	.501	.09
CWP01e	58	2.89	3.04	.138	.004	1.05	0.96	47,739	.222	-.16
CWP01f	58	2.71	2.56	.156	.006	1.19	1.26	47,685	.373	.12
CWP02a	57	3.27	3.23	.123	.004	0.93	0.90	47,252	.736	.04
CWP02b	57	3.11	3.20	.124	.004	0.94	0.85	47,199	.438	-.10
CWP02c	57	2.59	2.41	.153	.006	1.15	1.20	46,435	.253	.15
CWP02d	49	1.45	1.40	.198	.007	1.39	1.38	41,189	.770	.04
CWP02e	56	2.34	2.10	.180	.006	1.35	1.29	45,190	.160	.19
CWP02f	43	1.18	1.51	.213	.007	1.40	1.42	37,387	.130	-.23
CWP02g	51	2.58	2.22	.181	.008	1.30	1.50	50	.054	.24
CWP02h	52	2.78	2.55	.174	.006	1.26	1.35	43,161	.224	.17
CWP02i	46	1.51	1.51	.184	.007	1.24	1.35	38,736	.999	.00
CWP02j	53	2.16	2.37	.170	.006	1.23	1.27	44,766	.249	-.16
CWP02k	56	2.36	2.43	.159	.006	1.18	1.23	45,779	.670	-.06
CWP03a	56	3.41	3.41	.118	.004	0.88	0.80	47,189	.982	.00
CWP03b	56	2.43	2.44	.159	.006	1.20	1.21	46,006	.964	-.01
CWP03c	56	2.95	3.02	.137	.004	1.03	0.95	46,888	.587	-.07
CWP03d	56	2.73	3.01	.154	.004	1.15	0.97	55	.074	-.29
CWP03e	56	3.40	3.46	.111	.004	0.84	0.77	46,863	.560	-.08
CWP03f	56	3.25	3.21	.130	.004	0.98	0.89	46,805	.768	.04
CWP04a	58	3.21	3.13	.123	.004	0.94	0.86	47,348	.447	.10
CWP04b	58	2.58	2.59	.144	.005	1.10	1.05	47,297	.921	-.01
CWP04c	58	2.80	2.69	.130	.005	0.99	1.01	47,284	.409	.11
CWP05a <sup>k</sup>	59	37%	24%	.064	.002	--	--	--	.021	.28
CWP05b <sup>k</sup>	59	42%	31%	.066	.002	--	--	--	.078	.22
CWP05c <sup>k</sup>	59	39%	30%	.065	.002	--	--	--	.130	.19
CWP05d <sup>k</sup>	59	61%	43%	.065	.002	--	--	--	.007	.35
CWP05e <sup>k</sup>	58	40%	32%	.065	.002	--	--	--	.209	.16
CWP05f <sup>k</sup>	58	25%	31%	.057	.002	--	--	--	.318	-.14
CWP05g <sup>k</sup>	57	32%	31%	.062	.002	--	--	--	.957	.01
CWP05h <sup>k</sup>	57	30%	23%	.062	.002	--	--	--	.219	.16
CWP05i <sup>k</sup>	57	56%	42%	.066	.002	--	--	--	.039	.27
CWP05j <sup>k</sup>	49	32%	27%	.062	.002	--	--	--	.373	.11
CWP05k <sup>k</sup>	56	33%	30%	.062	.002	--	--	--	.670	.06
CWP05l <sup>k</sup>	43	41%	26%	.066	.002	--	--	--	.011	.32
CWP06	47	1.89	2.24	.232	.008	1.59	1.54	34,945	.117	-.23

See the endnotes on the last page of this report.



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## 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.