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**NSSE 2025 Data Codebooks**

**Career and Workforce Preparation Topical Module**

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. (Similar FSSE set available.)

Survey questions are listed in the order that students received them. Response options appear in italics beneath. Variable names appear in brackets (e.g., [CWPidea]) after each item. Items that are recoded (e.g., reversed response values) or derived (new computed values such as age category or total number of written pages) from original question(s) are shaded and prefaced by a bracket and the word "RECODED" or "DERIVED."   
  
NSSE codebooks correspond to the final data we deliver in the summer and contain information on variables (EIs, recodes, derived variables, etc.) not included in the raw data files available for download in the spring. Like NSSE data, codebooks are subject to revision until the Institutional Report is delivered in August.

Career and Workforce Preparation Module

We are interested in your career and work preparation experiences.

# 1. To what extent do the following apply to you?

Response options: Not at all=0, Very little=1, Some=2, Quite a bit=3, Very much=4

a. You have a clear idea of your career plans [CWPidea]

b. What you are learning at this institution is relevant to your career plans [CWPrelevant]

c. You know where to go with questions about your career plans or further education [CWPquestions]

d. You can describe the knowledge, skills, and experiences that are necessary for your career plans [CWPdescribe]

e. You have received supportive feedback from faculty or other advisors about your career plans [CWPfeedback]

f. You have a mentor in your area of interest who shares a similar background as you [CWPmentor]

# 2. To what extent have the following influenced your career plans?

Response options: Not at all=0, Very little=1, Some=2, Quite a bit=3, Very much=4, Not applicable (coded as missing)=9

a. Advice from family or friends [CWPfamily]

b. Interactions with a faculty member [CWPinterfac]

c. Interactions with advisors, success coaches, and/or career services staff [CWPinteradvis]

d. Co-curricular activities (student organizations or clubs, campus publications, student government, fraternity or sorority, intercollegiate or intramural sports, etc.) [CWPcocurr]

e. Internship, co-op, field experience, student teaching, or clinical placement [CWPintern]

f. Work experience (on- or off-campus job or prior employment) [CWPwork]

g. Career fairs, workshops, or course-based exploration of career options [CWPfairs]

h. Expected job salary and availability [CWPjobsalary]

i. Fit for your interests and abilities [CWPability]

j. Desire to impact or support my community [CWPimpact]

k. Desire to make a difference in broader society [CWPsociety]

[RECODED] To accommodate SAS users, recodes of question 2 are included in the data file to include “Not applicable” as a valid response.

Values: Not at all=0, Very little=1, Some=2, Quite a bit=3, Very much=4, Not applicable=9

- Advice from family or friends [CWPfamilyR]

- Interactions with a faculty member [CWPinterfacR]

- Interactions with advisors, success coaches, and/or career services staff [CWPinteradvisR]

- Co-curricular activities (student organizations or clubs, campus publications, student government, fraternity or sorority, intercollegiate

or intramural sports, etc.) [CWPcocurrR]

- Internship, co-op, field experience, student teaching, or clinical placement [CWPinternR]

- Work experience (on- or off-campus job or prior employment) [CWPworkR]

- Career fairs, workshops, or course-based exploration of career options [CWPfairsR]

- Expected job salary and availability [CWPjobsalaryR]

- Fit for your interests and abilities [CWPabilityR]

- Desire to impact or support my community [CWPimpactR]

- Desire to make a difference in broader society [CWPsocietyR]

# 3. How much confidence do you have in your ability to do the following?

Response options: Not at all=0, Very little=1, Some=2, Quite a bit=3, Very much=4, Not applicable (coded as missing)=9

a. Overcome obstacles in finding and using career-related resources at your institution [CWPobstacle]

b. Demonstrate effective work habits (punctuality, working productively with others, time and workload management, etc.) [CWPhabits]

c. Network with alumni or professionals to make potential career connections [CWPnetwork]

d. Communicate your knowledge, skills, and experiences to potential employers [CWPcommunicate]

e. Use career-specific technology (devices, programs, or tools used by those in the field) [CWPtech]

f. Work effectively with people of other backgrounds (economic, racial/ethnic, political, religious, nationality, etc.) [CWPdiverse]

g. Address ethical issues you might face in your career [CWPethics]

[RECODED] To accommodate SAS users, recodes of question 3 are included in the data file to include “Not applicable” as a valid response.

Values: Not at all=0, Very little=1, Some=2, Quite a bit=3, Very much=4, Not applicable=9

- Overcome obstacles in finding and using career-related resources at your institution [CWPobstacleR]

- Demonstrate effective work habits (punctuality, working productively with others, time and workload management, etc.) [CWPhabitsR]

- Network with alumni or professionals to make potential career connections [CWPnetworkR]

- Communicate your knowledge, skills, and experiences to potential employers [CWPcommunicateR]

- Use career-specific technology (devices, programs, or tools used by those in the field) [CWPtechR]

- Work effectively with people of other backgrounds (economic, racial/ethnic, political, religious, nationality, etc.) [CWPdiverseR]

- Address ethical issues you might face in your career [CWPethicsR]

# 4. *In your courses* at this institution, about how often have you done the following?

Response options: Never=1, Sometimes=2, Often=3, Very often=4

a. Analyzed a case, scenario, or simulation of a real-life situation [CWPanalyze]

b. Researched a career interest, a potential employer, or the job market [CWPresearch]

c. Learned about a career or industry from practicing professionals [CWPpractice]

d. Observed employees in action at a place of work (clinics, offices, schools, etc.) [CWPobserve]

e. Connected your learning to how you can impact your community and society [CWPconnect]

# 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)?

Response options: Have not decided=1, Do not plan to do=2, Plan to do=3, Done or in progress=4

a. Take a career exploration, planning, or development course [CWPcourse]

b. Complete a career profile or self-assessment to identify occupations that match your strengths and interests [CWPprofile]

c. Attend a talk, panel discussion, or workshop about careers [CWPtalk]

d. Discuss your career interests with a faculty member [CWPfaculty]

e. Interview or shadow someone in a career that you are considering [CWPinterview]

f. Participate in a major- or career-related co-curricular activity (student organization, professional or honor society, etc.) [CWPmajor]

g. Meet with an advisor, success coach, and/or career services staff member to explore your interests and plan your future

[CWPmeetstaff]

h. Get help with your résumé [CWPresume]

i. Participate in a mock or practice interview [CWPmock]

j. Participate in a career fair [CWPcareerfair]

k. Complete a paid internship [CWPpaid]

l. Network with alumni or professionals in a field related to your career interests [CWPalumni]

[RECODED] Flag for CWPcourse done or in progress [CWPcourseR]

Values: Not done=0, Done or in progress=1

[RECODED] Flag for CWPprofile done or in progress [CWPprofileR]

Values: Not done=0, Done or in progress=1

[RECODED] Flag for CWPtalk done or in progress [CWPtalkR]

Values: Not done=0, Done or in progress=1

[RECODED] Flag for CWPfaculty done or in progress [CWPfacultyR]

Values: Not done=0, Done or in progress=1

[RECODED] Flag for CWPinterview done or in progress [CWPinterviewR]

Values: Not done=0, Done or in progress=1

[RECODED] Flag for CWPmajor done or in progress [CWPmajorR]

Values: Not done=0, Done or in progress=1

[RECODED] Flag for CWPmeetstaff done or in progress [CWPmeetstaffR]

Values: Not done=0, Done or in progress=1

[RECODED] Flag for CWPresume done or in progress [CWPresumeR]

Values: Not done=0, Done or in progress=1

[RECODED] Flag for CWPmock done or in progress [CWPmockR]

Values: Not done=0, Done or in progress=1

[RECODED] Flag for CWPcareerfair done or in progress [CWPcareerfairR]

Values: Not done=0, Done or in progress=1

[RECODED] Flag for CWPpaid done or in progress [CWPpaidR]

Values: Not done=0, Done or in progress=1

[RECODED] Flag for CWPalumni done or in progress [CWPalumniR]

Values: Not done=0, Done or in progress=1

# 6. If you are currently working for pay, to what extent is this work related to your career plans? [CWPworkpay]

Response options: Not at all=0, Very little=1, Some=2, Quite a bit=3, Very much=4, Not working for pay (coded as missing)=9

[RECODED] To accommodate SAS users, recodes of question 6 are included in the data file to include “Not working for pay” as a valid response.  
If you are currently working for pay, to what extent is this work related to your career plans? [CWPworkpayR]

Values: Not at all=0, Very little=1, Some=2, Quite a bit=3, Very much=4, Not working for pay=9

# 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. (5,000 character limit) [CWPdevelop\_txt]

Response option: Text box

Note: Responses to item 7 (CWPdevelop\_txt) are provided in the SPSS data file and the "Student Comments" report.

[DERIVED] Respondent wrote in a comment for *CWPdevelop\_txt* [CWPdevelopComment]

Values: Did not comment=0, Did leave comment=1

Note: Item found in the Student Comments data file