
NSSE 2025 Topical Module Report

Career & Workforce Preparation

Missouri State 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

Missouri State University

First-Year Students

				Frequency Distributions ^a				Statistical Comparisons ^b		
				Missouri State		Career Prep		Missouri State	Career Prep	
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	15	2	611	2	3.0	2.8 ***	.12
		1	Very little	42	6	2,063	7			
		2	Some	159	22	7,063	26			
		3	Quite a bit	287	36	9,651	34			
		4	Very much	276	34	8,401	30			
			Total	779	100	27,789	100			
b. What you are learning at this institution is relevant to your career plans	CWPrelevant	0	Not at all	5	1	301	1	3.0	3.0	.03
		1	Very little	31	4	1,067	4			
		2	Some	156	20	5,937	22			
		3	Quite a bit	310	40	10,744	38			
		4	Very much	272	35	9,692	35			
			Total	774	100	27,741	100			
c. You know where to go with questions about your career plans or further education	CWPquestions	0	Not at all	13	2	631	3	2.9	2.8 *	.08
		1	Very little	56	8	2,093	8			
		2	Some	174	22	6,869	25			
		3	Quite a bit	276	36	9,655	34			
		4	Very much	256	32	8,478	30			
			Total	775	100	27,726	100			
d. You can describe the knowledge, skills, and experiences that are necessary for your career plans	CWPdescribe	0	Not at all	9	1	364	1	2.9	2.8	.04
		1	Very little	38	5	1,604	6			
		2	Some	188	25	7,468	27			
		3	Quite a bit	328	41	10,857	39			
		4	Very much	209	27	7,396	27			
			Total	772	100	27,689	100			
e. You have received supportive feedback from faculty or other advisors about your career plans	CWPfeedback	0	Not at all	26	3	1,416	6	2.7	2.5 ***	.14
		1	Very little	76	10	3,099	11			
		2	Some	195	26	7,719	28			
		3	Quite a bit	275	35	9,026	32			
		4	Very much	203	26	6,400	23			
			Total	775	100	27,660	100			
f. You have a mentor in your area of interest who shares a similar background as you	CWPmentor	0	Not at all	137	18	4,974	20	2.1	2.0 *	.09
		1	Very little	127	16	4,796	17			
		2	Some	176	23	7,038	25			
		3	Quite a bit	181	24	6,012	21			
		4	Very much	151	20	4,841	17			
			Total	772	100	27,661	100			
2. To what extent have the following influenced your career plans?										
a. Advice from family or friends	CWPfamily	0	Not at all	58	7	1,394	6	2.4	2.6 ***	-.17
		1	Very little	107	14	2,805	10			
		2	Some	226	30	7,694	28			
		3	Quite a bit	216	27	8,716	31			
		4	Very much	161	21	6,764	24			
		—	Not applicable	7	1	294	1			
			Total	775	100	27,667	100			

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Frequencies and Statistical Comparisons

Missouri State University

First-Year Students

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				Missouri State		Career Prep		Missouri State	Career Prep	Effect size ^d
				Count	%	Count	%	Mean	Mean	
b. Interactions with a faculty member	CWPinterfac	0	Not at all	132	17	3,831	15	1.9	1.9	-.05
		1	Very little	159	21	5,220	19			
		2	Some	216	28	8,695	31			
		3	Quite a bit	160	20	5,729	20			
		4	Very much	85	11	3,158	11			
		—	Not applicable	22	3	1,005	4			
		Total		774	100	27,638	100			
c. Interactions with advisors, success coaches, and/or career services staff	CWPinteradv	0	Not at all	134	18	4,412	17	1.9	1.9	-.01
		1	Very little	164	21	5,455	20			
		2	Some	212	27	7,977	29			
		3	Quite a bit	149	20	5,280	18			
		4	Very much	92	12	3,148	11			
		—	Not applicable	24	3	1,358	5			
		Total		775	100	27,630	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	205	26	6,128	23	1.6	1.7 *	-.08 ▽
		1	Very little	149	20	4,914	17			
		2	Some	146	19	6,045	21			
		3	Quite a bit	115	15	4,447	15			
		4	Very much	70	9	2,713	10			
		—	Not applicable	89	11	3,393	13			
		Total		774	100	27,640	100			
e. Internship, co-op, field experience, student teaching, or clinical placement	CWPintern	0	Not at all	182	24	5,482	21	1.6	1.7	-.05
		1	Very little	114	15	3,543	13			
		2	Some	127	17	4,772	17			
		3	Quite a bit	106	14	3,819	13			
		4	Very much	74	9	2,619	9			
		—	Not applicable	171	22	7,340	27			
		Total		774	100	27,575	100			
f. Work experience (on- or off-campus job or prior employment)	CWPwork	0	Not at all	139	18	4,860	18	2.0	2.0	.05
		1	Very little	123	16	3,758	13			
		2	Some	164	21	6,063	21			
		3	Quite a bit	139	18	4,834	17			
		4	Very much	148	19	4,013	15			
		—	Not applicable	62	8	4,070	15			
		Total		775	100	27,598	100			
g. Career fairs, workshops, or course-based exploration of career options	CWPfairs	0	Not at all	190	25	5,586	21	1.5	1.7 *	-.10 ▽
		1	Very little	152	19	4,877	17			
		2	Some	166	21	6,878	24			
		3	Quite a bit	99	13	4,072	14			
		4	Very much	59	8	2,191	8			
		—	Not applicable	108	14	3,978	15			
		Total		774	100	27,582	100			

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Frequencies and Statistical Comparisons

Missouri State University

First-Year Students

				Frequency Distributions ^a				Statistical Comparisons ^b		
				Missouri State		Career Prep		Missouri State	Career Prep	
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	104	13	2,591	9	2.3	2.4 *	-.08
		1	Very little	89	11	3,061	11			
		2	Some	218	28	7,710	28			
		3	Quite a bit	194	25	7,712	28			
		4	Very much	151	20	5,145	19			
		—	Not applicable	20	3	1,379	5			
		Total	776	100	27,598	100				
i. Fit for your interests and abilities	CWPability	0	Not at all	10	1	515	2	3.2	3.1 ***	.11
		1	Very little	16	2	1,019	4			
		2	Some	125	17	4,979	18			
		3	Quite a bit	289	37	9,764	35			
		4	Very much	332	42	10,887	39			
		—	Not applicable	4	1	422	2			
		Total	776	100	27,586	100				
j. Desire to impact or support my community	CWPimpact	0	Not at all	24	4	1,028	4	2.9	2.8 *	.07
		1	Very little	40	5	1,840	7			
		2	Some	175	23	6,490	24			
		3	Quite a bit	249	32	8,124	29			
		4	Very much	282	35	9,585	34			
		—	Not applicable	6	1	534	2			
		Total	776	100	27,601	100				
k. Desire to make a difference in broader society	CWP society	0	Not at all	32	5	1,078	4	2.8	2.8	.03
		1	Very little	55	7	2,009	7			
		2	Some	169	22	6,511	24			
		3	Quite a bit	229	30	7,768	27			
		4	Very much	284	36	9,637	34			
		—	Not applicable	4	1	617	3			
		Total	773	100	27,620	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	9	1	478	2	2.8	2.7 **	.11
		1	Very little	42	6	1,792	7			
		2	Some	206	27	8,244	30			
		3	Quite a bit	309	40	10,269	37			
		4	Very much	200	26	6,455	24			
		—	Not applicable	3	0	304	1			
		Total	769	100	27,542	100				
b. Demonstrate effective work habits (punctuality, working productively with others, time and workload management, etc.)	CWPhabits	0	Not at all	1	0	302	1	3.2	3.0 ***	.20
		1	Very little	25	3	1,233	5			
		2	Some	118	16	6,005	22			
		3	Quite a bit	317	41	10,596	38			
		4	Very much	309	40	9,186	33			
		—	Not applicable	1	0	184	1			
		Total	771	100	27,506	100				

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Missouri State University

First-Year Students

				Frequency Distributions ^a				Statistical Comparisons ^b		
				Missouri State		Career Prep		Missouri State	Career Prep	
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	48	6	1,848	7	2.3	2.3	.03
		1	Very little	148	19	4,619	17			
		2	Some	234	31	9,043	33			
		3	Quite a bit	177	23	6,726	24			
		4	Very much	142	19	4,503	17			
		—	Not applicable	17	2	748	3			
		Total	766	100	27,487	100				
d. Communicate your knowledge, skills, and experiences to potential employers	CWPcommunicate	0	Not at all	11	2	717	3	2.9	2.7 ***	.20
		1	Very little	46	6	2,436	9			
		2	Some	200	26	8,349	30			
		3	Quite a bit	288	38	9,291	33			
		4	Very much	217	28	6,300	23			
		—	Not applicable	6	1	376	2			
		Total	768	100	27,469	100				
e. Use career-specific technology (devices, programs, or tools used by those in the field)	CWPtech	0	Not at all	12	2	782	3	2.8	2.7 ***	.17
		1	Very little	45	6	2,509	9			
		2	Some	224	28	8,336	30			
		3	Quite a bit	249	33	9,087	33			
		4	Very much	227	30	6,246	24			
		—	Not applicable	10	1	499	2			
		Total	767	100	27,459	100				
f. Work effectively with people of other backgrounds (economic, racial/ethnic, political, religious, nationality, etc.)	CWPdiverse	0	Not at all	5	1	259	1	3.3	3.2 **	.11
		1	Very little	11	1	796	3			
		2	Some	107	14	4,327	16			
		3	Quite a bit	253	33	9,482	34			
		4	Very much	390	50	12,327	45			
		—	Not applicable	2	0	249	1			
		Total	768	100	27,440	100				
g. Address ethical issues you might face in your career	CWPethics	0	Not at all	5	1	510	2	3.0	2.9 ***	.15
		1	Very little	23	3	1,453	6			
		2	Some	181	24	6,967	25			
		3	Quite a bit	279	35	9,830	35			
		4	Very much	278	36	8,312	31			
		—	Not applicable	4	1	384	2			
		Total	770	100	27,456	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	61	8	2,198	8	2.8	2.8	.04
		2	Sometimes	224	30	8,204	31			
		3	Often	291	37	10,642	38			
		4	Very often	191	25	6,389	23			
		Total	767	100	27,433	100				
b. Researched a career interest, a potential employer, or the job market	CWPresearch	1	Never	144	18	4,996	19	2.5	2.5	.01
		2	Sometimes	238	31	8,817	32			
		3	Often	252	33	8,474	30			
		4	Very often	136	18	5,086	19			
		Total	770	100	27,373	100				

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Frequencies and Statistical Comparisons

Missouri State University

First-Year Students

				Frequency Distributions ^a				Statistical Comparisons ^b		
				Missouri State		Career Prep		Missouri State	Career Prep	
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	139	18	4,360	17	2.5	2.5	-.02
		2	Sometimes	245	32	8,984	33			
		3	Often	243	31	8,881	32			
		4	Very often	141	18	5,142	19			
		Total	768	100	27,367	100				
d. Observed employees in action at a place of work (clinics, offices, schools, etc.)	CWPobserve	1	Never	280	36	10,432	39	2.2	2.1	.07
		2	Sometimes	193	26	7,213	26			
		3	Often	177	23	5,996	21			
		4	Very often	116	15	3,729	14			
		Total	766	100	27,370	100				
e. Connected your learning to how you can impact your community and society	CWPconnect	1	Never	61	8	2,814	11	2.7	2.6 *	.08
		2	Sometimes	259	34	9,110	34			
		3	Often	286	37	9,922	35			
		4	Very often	162	21	5,547	20			
		Total	768	100	27,393	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	182	23	6,165	23	12%	13%	-.03
			Do not plan to do	173	23	4,682	18			
			Plan to do	315	41	12,724	46			
			Done or in progress	96	12	3,765	13			
			Total	766	100	27,336	100			
b. Complete a career profile or self-assessment to identify occupations that match your strengths and interests	CWPprofile		Have not decided	131	17	4,312	16	20%	22%	-.05
			Do not plan to do	156	21	3,902	15			
			Plan to do	323	42	12,902	47			
			Done or in progress	154	20	6,169	22			
			Total	764	100	27,285	100			
c. Attend a talk, panel discussion, or workshop about careers	CWPtalk		Have not decided	149	19	4,934	19	17%	18%	-.04
			Do not plan to do	154	20	3,524	13			
			Plan to do	335	44	13,613	50			
			Done or in progress	129	17	5,227	18			
			Total	767	100	27,298	100			
d. Discuss your career interests with a faculty member	CWPfaculty		Have not decided	66	9	3,157	13	34%	29% ***	.12
			Do not plan to do	64	9	1,857	8			
			Plan to do	368	48	13,892	51			
			Done or in progress	267	34	8,370	29			
			Total	765	100	27,276	100			
e. Interview or shadow someone in a career that you are considering	CWPinterview		Have not decided	99	13	3,923	16	19%	14% ***	.15
			Do not plan to do	50	8	1,582	7			
			Plan to do	465	60	17,905	64			
			Done or in progress	150	19	3,874	14			
			Total	764	100	27,284	100			
f. Participate in a major- or career-related co-curricular activity (student organization, professional or honor society, etc.)	CWPmajor		Have not decided	140	18	5,476	21	22%	19% *	.09
			Do not plan to do	106	15	2,515	10			
			Plan to do	347	44	14,060	51			
			Done or in progress	173	22	5,206	19			
			Total	766	100	27,257	100			

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

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Missouri State University

First-Year Students

				Frequency Distributions ^a				Statistical Comparisons ^b		
				Missouri State		Career Prep		Missouri State	Career Prep	
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	57	8	3,143	13	38%	27% *** Δ	.22
			Do not plan to do	65	10	1,835	7			
			Plan to do	346	45	14,440	53			
			Done or in progress	294	38	7,841	27			
			Total	762	100	27,259	100			
h. Get help with your résumé	CWPResume (Means indicate the percentage who responded "Done or in progress.")		Have not decided	78	10	2,624	10	23%	24%	-.03
			Do not plan to do	87	11	1,993	8			
			Plan to do	424	55	15,795	58			
			Done or in progress	177	23	6,858	24			
			Total	766	100	27,270	100			
i. Participate in a mock or practice interview	CWPmock (Means indicate the percentage who responded "Done or in progress.")		Have not decided	144	19	5,339	20	14%	12%	.05
			Do not plan to do	145	19	3,440	13			
			Plan to do	374	49	15,226	55			
			Done or in progress	102	14	3,274	12			
			Total	765	100	27,279	100			
j. Participate in a career fair	CWPcareerfair (Means indicate the percentage who responded "Done or in progress.")		Have not decided	136	17	4,738	18	19%	22%	-.05
			Do not plan to do	150	19	3,057	11			
			Plan to do	331	44	13,571	49			
			Done or in progress	146	19	5,921	22			
			Total	763	100	27,287	100			
k. Complete a paid internship	CWPpaid (Means indicate the percentage who responded "Done or in progress.")		Have not decided	145	18	4,467	16	7%	7%	.03
			Do not plan to do	101	13	1,744	7			
			Plan to do	464	61	19,247	70			
			Done or in progress	53	7	1,825	7			
			Total	763	100	27,283	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	174	23	5,465	20	11%	9%	.06
			Do not plan to do	113	15	2,031	8			
			Plan to do	392	51	17,102	62			
			Done or in progress	83	11	2,624	9			
			Total	762	100	27,222	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		180	24	5,268	19	1.6	1.6	.04
	1	Very little		93	12	3,023	11			
	2	Some		105	14	3,272	12			
	3	Quite a bit		50	7	1,996	7			
	4	Very much		104	14	2,223	9			
	—	Not working for pay		230	30	11,225	42			
		Total		762	100	27,007	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 180 first-year student(s) and 265 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.

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Frequencies and Statistical Comparisons

Missouri State University

Seniors

				Frequency Distributions ^a				Statistical Comparisons ^b		
				Missouri State		Career Prep		Missouri State	Career Prep	
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	20	2	678	2	3.1	3.0 *	.07
		1	Very little	29	3	1,880	6			
		2	Some	209	22	6,832	21			
		3	Quite a bit	293	32	10,238	32			
		4	Very much	394	41	12,347	39			
			Total	945	100	31,975	100			
b. What you are learning at this institution is relevant to your career plans	CWPrelevant	0	Not at all	5	1	334	1	3.2	3.1	.05
		1	Very little	32	4	1,048	4			
		2	Some	147	16	5,719	18			
		3	Quite a bit	347	37	10,792	34			
		4	Very much	414	43	14,047	43			
			Total	945	100	31,940	100			
c. You know where to go with questions about your career plans or further education	CWPquestions	0	Not at all	19	2	943	3	2.9	2.9	.04
		1	Very little	56	6	2,444	8			
		2	Some	217	23	7,176	23			
		3	Quite a bit	322	35	9,839	30			
		4	Very much	331	34	11,521	36			
			Total	945	100	31,923	100			
d. You can describe the knowledge, skills, and experiences that are necessary for your career plans	CWPdescribe	0	Not at all	10	1	339	1	3.2	3.1	.05
		1	Very little	20	2	1,100	4			
		2	Some	146	16	5,573	18			
		3	Quite a bit	385	41	11,933	37			
		4	Very much	386	40	12,955	41			
			Total	947	100	31,900	100			
e. You have received supportive feedback from faculty or other advisors about your career plans	CWPfeedback	0	Not at all	36	4	1,874	7	2.8	2.7 ***	.13
		1	Very little	75	8	3,239	11			
		2	Some	204	22	7,329	23			
		3	Quite a bit	308	33	9,078	28			
		4	Very much	319	32	10,353	31			
			Total	942	100	31,873	100			
f. You have a mentor in your area of interest who shares a similar background as you	CWPmentor	0	Not at all	133	14	5,863	20	2.4	2.1 ***	.15
		1	Very little	121	13	4,583	14			
		2	Some	214	23	7,134	22			
		3	Quite a bit	207	22	6,446	20			
		4	Very much	269	28	7,830	24			
			Total	944	100	31,856	100			
2. To what extent have the following influenced your career plans?										
a. Advice from family or friends	CWPfamily	0	Not at all	53	6	2,051	7	2.6	2.5	.04
		1	Very little	112	12	3,564	11			
		2	Some	243	26	8,816	27			
		3	Quite a bit	285	30	8,819	27			
		4	Very much	242	26	8,035	25			
		—	Not applicable	9	1	588	2			
	Total	944	100	31,873	100					

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Frequencies and Statistical Comparisons

Missouri State University

Seniors

Item wording or description	Variable name	Values ^c	Response options	Frequency Distributions ^a				Statistical Comparisons ^b		
				Missouri State		Career Prep		Missouri State	Career Prep	Effect size ^d
				Count	%	Count	%	Mean	Mean	
b. Interactions with a faculty member	CWPinterfac	0	Not at all	114	13	3,541	12	2.1	2.2	-.05
		1	Very little	164	18	4,659	15			
		2	Some	269	29	9,278	29			
		3	Quite a bit	229	24	7,705	23			
		4	Very much	154	16	5,612	17			
		—	Not applicable	14	2	1,056	4			
		Total		944	100	31,851	100			
c. Interactions with advisors, success coaches, and/or career services staff	CWPinteradv	0	Not at all	154	17	5,820	19	1.9	1.8	.03
		1	Very little	181	19	6,214	19			
		2	Some	290	31	8,248	26			
		3	Quite a bit	179	18	5,490	17			
		4	Very much	116	12	4,237	13			
		—	Not applicable	24	3	1,817	6			
		Total		944	100	31,826	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	245	27	7,767	25	1.6	1.6	-.04
		1	Very little	148	16	4,943	15			
		2	Some	185	20	5,808	18			
		3	Quite a bit	130	13	4,111	13			
		4	Very much	96	10	3,592	11			
		—	Not applicable	138	15	5,591	18			
		Total		942	100	31,812	100			
e. Internship, co-op, field experience, student teaching, or clinical placement	CWPintern	0	Not at all	149	17	4,336	15	2.3	2.4 *	-.07 ▽
		1	Very little	83	9	2,468	8			
		2	Some	154	16	4,883	15			
		3	Quite a bit	187	19	6,525	19			
		4	Very much	233	24	8,263	25			
		—	Not applicable	136	15	5,298	18			
		Total		942	100	31,773	100			
f. Work experience (on- or off-campus job or prior employment)	CWPwork	0	Not at all	80	8	2,807	9	2.7	2.6 *	.07 △
		1	Very little	73	8	2,857	9			
		2	Some	177	19	6,594	20			
		3	Quite a bit	257	27	7,529	23			
		4	Very much	318	33	9,873	31			
		—	Not applicable	40	5	2,104	7			
		Total		945	100	31,764	100			
g. Career fairs, workshops, or course-based exploration of career options	CWPfairs	0	Not at all	253	27	7,187	23	1.5	1.7 ***	-.15 ▽
		1	Very little	187	20	5,661	17			
		2	Some	195	21	7,173	22			
		3	Quite a bit	106	11	4,177	13			
		4	Very much	83	8	3,233	10			
		—	Not applicable	118	13	4,330	14			
		Total		942	100	31,761	100			

NSSE 2025 Career & Workforce Preparation

Frequencies and Statistical Comparisons

Missouri State University

Seniors

				Frequency Distributions ^a				Statistical Comparisons ^b		
				Missouri State		Career Prep		Missouri State	Career Prep	
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	85	9	2,698	9	2.4	2.5 *** ▽	-.11
		1	Very little	103	10	3,286	10			
		2	Some	298	32	8,619	26			
		3	Quite a bit	261	28	8,663	27			
		4	Very much	169	18	7,278	23			
		—	Not applicable	25	3	1,212	4			
		Total	941	100	31,756	100				
i. Fit for your interests and abilities	CWPability	0	Not at all	10	1	578	2	3.2	3.1	.03
		1	Very little	27	3	923	3			
		2	Some	144	16	5,023	16			
		3	Quite a bit	344	36	10,885	34			
		4	Very much	410	42	13,800	43			
		—	Not applicable	9	1	556	2			
		Total	944	100	31,765	100				
j. Desire to impact or support my community	CWPimpact	0	Not at all	30	3	1,135	4	3.0	2.9	.05
		1	Very little	47	5	1,923	6			
		2	Some	194	21	6,637	22			
		3	Quite a bit	284	31	9,023	28			
		4	Very much	374	38	12,356	38			
		—	Not applicable	15	2	688	3			
		Total	944	100	31,762	100				
k. Desire to make a difference in broader society	CWPsociety	0	Not at all	37	4	1,178	4	2.9	2.9	.01
		1	Very little	54	6	1,985	6			
		2	Some	183	20	6,577	21			
		3	Quite a bit	280	30	8,626	27			
		4	Very much	374	38	12,718	39			
		—	Not applicable	17	2	721	3			
		Total	945	100	31,805	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	17	2	842	3	2.9	2.8	.05
		1	Very little	47	5	2,150	7			
		2	Some	245	26	8,203	25			
		3	Quite a bit	351	37	10,643	33			
		4	Very much	272	29	9,287	30			
		—	Not applicable	12	1	550	2			
		Total	944	100	31,675	100				
b. Demonstrate effective work habits (punctuality, working productively with others, time and workload management, etc.)	CWPhabits	0	Not at all	4	1	245	1	3.3	3.3	.02
		1	Very little	16	2	778	3			
		2	Some	125	14	4,387	14			
		3	Quite a bit	341	36	10,666	33			
		4	Very much	450	47	15,354	48			
		—	Not applicable	5	1	228	1			
		Total	941	100	31,658	100				

NSSE 2025 Career & Workforce Preparation

Frequencies and Statistical Comparisons

Missouri State University

Seniors

				Frequency Distributions ^a				Statistical Comparisons ^b		
				Missouri State		Career Prep		Missouri State	Career Prep	
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	63	7	2,184	7	2.4	2.4	-.05
		1	Very little	147	16	4,489	14			
		2	Some	271	28	9,351	29			
		3	Quite a bit	250	27	7,741	24			
		4	Very much	186	19	7,039	23			
		—	Not applicable	24	3	826	3			
		Total	941	100	31,630	100				
d. Communicate your knowledge, skills, and experiences to potential employers	CWPcommunicate	0	Not at all	9	1	498	2	3.0	3.0	.04
		1	Very little	35	4	1,595	5			
		2	Some	199	21	7,088	22			
		3	Quite a bit	362	39	11,203	35			
		4	Very much	328	34	10,881	35			
		—	Not applicable	7	1	351	1			
		Total	940	100	31,616	100				
e. Use career-specific technology (devices, programs, or tools used by those in the field)	CWPtech	0	Not at all	9	1	542	2	2.9	2.9	-.01
		1	Very little	45	5	1,765	6			
		2	Some	226	24	7,354	23			
		3	Quite a bit	348	38	10,880	34			
		4	Very much	302	31	10,620	34			
		—	Not applicable	12	1	447	2			
		Total	942	100	31,608	100				
f. Work effectively with people of other backgrounds (economic, racial/ethnic, political, religious, nationality, etc.)	CWPdiverse	0	Not at all	5	1	251	1	3.3	3.4	-.06
		1	Very little	17	2	553	2			
		2	Some	109	12	3,487	11			
		3	Quite a bit	323	35	9,718	30			
		4	Very much	483	50	17,302	55			
		—	Not applicable	6	1	291	1			
		Total	943	100	31,602	100				
g. Address ethical issues you might face in your career	CWPethics	0	Not at all	7	1	431	1	3.1	3.1	.00
		1	Very little	29	3	1,100	4			
		2	Some	171	18	5,901	18			
		3	Quite a bit	358	38	11,072	34			
		4	Very much	369	39	12,732	41			
		—	Not applicable	9	1	388	1			
		Total	943	100	31,624	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	24	3	1,062	4	3.2	3.1	.03
		2	Sometimes	164	19	6,090	20			
		3	Often	362	38	11,144	35			
		4	Very often	392	40	13,286	41			
		Total	942	100	31,582	100				
b. Researched a career interest, a potential employer, or the job market	CWPresearch	1	Never	91	10	3,839	13	2.8	2.7	.05
		2	Sometimes	265	29	9,197	29			
		3	Often	311	33	9,417	30			
		4	Very often	273	28	9,085	28			
		Total	940	100	31,538	100				

NSSE 2025 Career & Workforce Preparation

Frequencies and Statistical Comparisons

Missouri State University

Seniors

				Frequency Distributions ^a				Statistical Comparisons ^b		
				Missouri State		Career Prep		Missouri State	Career Prep	
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	64	7	2,860	10	2.9	2.8 *	.06
		2	Sometimes	255	28	8,946	29			
		3	Often	331	35	10,093	32			
		4	Very often	288	30	9,608	30			
		Total	938	100	31,507	100				
d. Observed employees in action at a place of work (clinics, offices, schools, etc.)	CWPobserve	1	Never	207	23	8,608	29	2.6	2.4 ***	.12
		2	Sometimes	224	24	7,607	24			
		3	Often	240	26	6,871	22			
		4	Very often	270	28	8,419	26			
		Total	941	100	31,505	100				
e. Connected your learning to how you can impact your community and society	CWPconnect	1	Never	50	6	2,433	9	2.9	2.9 **	.08
		2	Sometimes	236	26	8,433	27			
		3	Often	351	37	10,570	33			
		4	Very often	304	31	10,114	31			
		Total	941	100	31,550	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	94	10	3,669	12	25%	27%	-.04
			Do not plan to do	464	50	13,508	42			
			Plan to do	136	14	5,493	18			
			Done or in progress	246	25	8,813	27			
			Total	940	100	31,483	100			
b. Complete a career profile or self-assessment to identify occupations that match your strengths and interests	CWPprofile		Have not decided	81	9	3,127	10	30%	34% **	-.09
			Do not plan to do	372	41	10,290	33			
			Plan to do	197	21	6,942	23			
			Done or in progress	288	30	11,071	34			
			Total	938	100	31,430	100			
c. Attend a talk, panel discussion, or workshop about careers	CWPtalk		Have not decided	91	9	3,519	12	27%	34% ***	-.17
			Do not plan to do	400	44	9,939	32			
			Plan to do	189	20	6,926	22			
			Done or in progress	259	27	11,073	34			
			Total	939	100	31,457	100			
d. Discuss your career interests with a faculty member	CWPfaculty		Have not decided	50	5	2,610	9	48%	48%	.01
			Do not plan to do	202	23	5,609	19			
			Plan to do	221	24	7,345	24			
			Done or in progress	467	48	15,904	48			
			Total	940	100	31,468	100			
e. Interview or shadow someone in a career that you are considering	CWPinterview		Have not decided	87	9	3,497	12	39%	37%	.05
			Do not plan to do	235	27	7,143	24			
			Plan to do	236	25	8,494	27			
			Done or in progress	384	39	12,329	37			
			Total	942	100	31,463	100			
f. Participate in a major- or career-related co-curricular activity (student organization, professional or honor society, etc.)	CWPmajor		Have not decided	101	11	3,778	12	32%	36% *	-.08
			Do not plan to do	375	41	10,555	34			
			Plan to do	145	16	5,322	18			
			Done or in progress	319	32	11,769	36			
			Total	940	100	31,424	100			

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

NSSE 2025 Career & Workforce Preparation

Frequencies and Statistical Comparisons

Missouri State University

Seniors

				Frequency Distributions ^a				Statistical Comparisons ^b		
				Missouri State		Career Prep		Missouri State	Career Prep	
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	51	6	3,023	10	44%	39% **	.09
			Do not plan to do	250	28	7,820	26			
			Plan to do	210	23	7,434	24			
			Done or in progress	431	44	13,131	39			
			Total	942	100	31,408	100			
h. Get help with your résumé	CWPResume (Means indicate the percentage who responded "Done or in progress.")		Have not decided	49	5	1,939	7	46%	49%	-.06
			Do not plan to do	215	24	5,364	18			
			Plan to do	225	24	8,175	27			
			Done or in progress	453	46	15,977	49			
			Total	942	100	31,455	100			
i. Participate in a mock or practice interview	CWPmock (Means indicate the percentage who responded "Done or in progress.")		Have not decided	80	8	3,539	12	31%	31%	.00
			Do not plan to do	348	38	9,789	32			
			Plan to do	213	22	8,207	26			
			Done or in progress	301	31	9,891	31			
			Total	942	100	31,426	100			
j. Participate in a career fair	CWPcareerfair (Means indicate the percentage who responded "Done or in progress.")		Have not decided	85	9	3,208	10	30%	39% ***	-.17
			Do not plan to do	378	41	9,226	29			
			Plan to do	185	20	6,762	22			
			Done or in progress	294	30	12,242	39			
			Total	942	100	31,438	100			
k. Complete a paid internship	CWPpaid (Means indicate the percentage who responded "Done or in progress.")		Have not decided	104	11	3,921	13	24%	30% ***	-.12
			Do not plan to do	401	43	10,388	32			
			Plan to do	204	22	7,678	25			
			Done or in progress	229	24	9,472	30			
			Total	938	100	31,459	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	114	12	4,200	14	25%	30% **	-.11
			Do not plan to do	265	29	6,180	20			
			Plan to do	319	33	11,328	37			
			Done or in progress	241	25	9,664	30			
			Total	939	100	31,372	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		155	17	4,738	15	2.3	2.3	.03
	1	Very little		86	9	3,153	10			
	2	Some		150	16	4,881	15			
	3	Quite a bit		127	13	4,066	13			
	4	Very much		269	29	7,704	25			
	—	Not working for pay		149	16	6,751	22			
		Total		936	100	31,293	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 180 first-year student(s) and 265 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		Missouri State		Missouri State	Career Prep	Missouri State	Career Prep	Missouri State	Career Prep	Comparisons with: Career Prep		
CWPidea		768		2.96	2.83	.035	.005	.98	1.02	804	.000	.12
CWPrelevant		762		3.04	3.02	.032	.005	.89	.91	797	.407	.03
CWPquestions		764		2.90	2.81	.036	.006	.99	1.04	801	.019	.08
CWPdescribe		762		2.88	2.84	.033	.005	.90	.94	797	.206	.04
CWPfeedback		764		2.70	2.54	.039	.006	1.07	1.14	803	.000	.14
CWPmentor		761		2.11	1.98	.050	.007	1.37	1.37	793	.015	.09
CWPfamily		758		2.40	2.59	.043	.006	1.18	1.13	788	.000	-.17
CWPinterfac		744		1.87	1.92	.046	.007	1.25	1.22	775	.234	-.05
CWPinteradvis		743		1.85	1.87	.047	.007	1.27	1.25	775	.772	-.01
CWPcocurr		676		1.56	1.67	.051	.008	1.33	1.33	705	.037	-.08
CWPintern		599		1.62	1.68	.057	.009	1.38	1.38	627	.270	-.05
CWPwork		704		2.04	1.97	.053	.008	1.41	1.38	736	.182	.05
CWPfairs		658		1.53	1.65	.051	.007	1.30	1.27	685	.019	-.10
CWPjobsalary		744		2.29	2.38	.047	.007	1.28	1.21	773	.049	-.08
CWPability		762		3.18	3.07	.031	.005	.87	.97	804	.001	.11
CWPimpact		759		2.90	2.82	.038	.006	1.06	1.12	797	.037	.07
CWPsociety		758		2.85	2.82	.041	.006	1.14	1.13	791	.490	.03
CWPobstacle		756		2.85	2.75	.033	.005	.91	.96	794	.003	.11
CWPphabits		760		3.17	2.98	.030	.005	.82	.93	803	.000	.20
CWPnetwork		739		2.30	2.26	.043	.006	1.17	1.15	769	.371	.03
CWPcommunicate		751		2.86	2.66	.035	.006	.96	1.02	788	.000	.20
CWPtech		747		2.84	2.66	.036	.006	.98	1.03	783	.000	.17
CWPdiverse		756		3.30	3.20	.030	.005	.83	.89	794	.002	.11
CWPethics		756		3.03	2.88	.033	.005	.90	.98	795	.000	.15
CWPanalyze		757		2.80	2.76	.033	.005	.91	.90	789	.263	.04
CWPresearch		760		2.50	2.49	.036	.005	.98	1.00	794	.807	.01
CWPpractice		758		2.50	2.52	.036	.005	.99	.98	790	.519	-.02
CWPobserve		755		2.17	2.10	.039	.006	1.08	1.07	787	.068	.07
CWPconnect		758		2.71	2.64	.032	.005	.89	.93	794	.025	.08

First-Year Students

	Standard							Effect		
	N	Mean		Standard error ^f		deviation ^g		DF ^h	Sig. ⁱ	size ^d
Variable name								Comparisons with:		
	Missouri State	Missouri State	Career Prep	Missouri State	Career Prep	Missouri State	Career Prep	Career Prep		
CWPcourse ^k	755	12%	13%	.012	.002	--	--	--	-.767	-.03
CWPprofile ^k	753	20%	22%	.015	.002	--	--	--	-1.406	-.05
CWPtalk ^k	757	17%	18%	.014	.002	--	--	--	-1.115	-.04
CWPfaculty ^k	755	34%	29%	.017	.002	--	--	--	3.400	.12
CWPinterview ^k	754	19%	14%	.014	.002	--	--	--	4.504	.15
CWPmajor ^k	755	22%	19%	.015	.002	--	--	--	2.412	.09
CWPmeetstaff ^k	750	38%	27%	.018	.002	--	--	--	6.293	.22
CWPpresume ^k	755	23%	24%	.015	.002	--	--	--	-.749	-.03
CWPmock ^k	754	14%	12%	.013	.002	--	--	--	1.464	.05
CWPcareerfair ^k	752	19%	22%	.014	.002	--	--	--	-1.407	-.05
CWPPaid ^k	752	7%	7%	.010	.001	--	--	--	.937	.03
CWPAlumni ^k	751	11%	9%	.012	.002	--	--	--	1.804	.06
CWPworkpay	527	1.64	1.59	.066	.010	1.52	1.44	552	.441	.04

Seniors

						Standard				Effect
	N	Mean		Standard error ^f		deviation ^g		DF ^h	Sig. ⁱ	size ^d
Variable name								Comparisons with:		
	Missouri State	Missouri State	Career Prep	Missouri State	Career Prep	Missouri State	Career Prep	Career Prep		
CWPidea	942	3.06	2.99	.032	.005	.97	1.02	988	.020	.07
CWPrelevant	943	3.18	3.14	.028	.004	.87	.92	990	.145	.05
CWPquestions	942	2.92	2.88	.033	.005	1.00	1.09	991	.164	.04
CWPdescribe	945	3.16	3.12	.027	.004	.84	.90	993	.143	.05
CWPfeedback	940	2.82	2.66	.036	.006	1.10	1.21	990	.000	.13
CWPmentor	942	2.35	2.13	.045	.007	1.38	1.44	987	.000	.15
CWPfamily	930	2.59	2.54	.038	.006	1.17	1.19	973	.184	.04
CWPinterfac	927	2.11	2.18	.041	.006	1.25	1.25	969	.118	-.05
CWPinteradvis	916	1.88	1.83	.041	.007	1.24	1.31	963	.272	.03
CWPcocurr	799	1.57	1.63	.048	.008	1.37	1.41	838	.208	-.04
CWPintern	802	2.28	2.38	.052	.008	1.47	1.46	838	.047	-.07
CWPwork	900	2.72	2.63	.042	.007	1.26	1.30	943	.033	.07
CWPfairs	820	1.47	1.67	.046	.007	1.31	1.34	858	.000	-.15
CWPjobsalary	910	2.36	2.49	.039	.006	1.18	1.22	954	.000	-.11
CWPability	932	3.17	3.15	.029	.005	.88	.94	979	.361	.03
CWPimpact	925	2.96	2.91	.035	.005	1.06	1.11	971	.137	.05
CWPsociety	925	2.94	2.93	.036	.006	1.11	1.12	966	.815	.01
CWPobstacle	929	2.86	2.81	.031	.005	.96	1.04	978	.127	.05
CWP habits	934	3.29	3.27	.026	.004	.81	.86	981	.461	.02
CWPnetwork	913	2.35	2.42	.039	.006	1.18	1.20	955	.100	-.05
CWPcommunicate	929	3.02	2.97	.030	.005	.90	.97	977	.151	.04
CWPtech	928	2.94	2.95	.030	.005	.92	.99	975	.824	-.01
CWPdiverse	935	3.33	3.38	.026	.004	.80	.82	979	.063	-.06
CWPethics	930	3.11	3.11	.029	.005	.89	.93	976	.905	.00
CWPanalyze	940	3.17	3.14	.027	.004	.82	.86	986	.394	.03
CWPresearch	938	2.79	2.74	.032	.005	.97	1.01	983	.083	.05
CWPpractice	934	2.87	2.81	.030	.005	.92	.97	980	.048	.06
CWPobserve	938	2.58	2.44	.037	.006	1.12	1.16	983	.000	.12
CWPconnect	939	2.94	2.86	.029	.005	.89	.96	987	.008	.08

Seniors

	N		Mean		Standard error ^f		Standard deviation ^g		DF ^h	Sig. ⁱ	Effect size ^d
Variable name	Missouri State	Missouri State	Career Prep	Missouri State	Career Prep	Missouri State	Career Prep	Comparisons with: Career Prep			
CWPcourse ^k	937	25%	27%	.014	.002	--	--	--	-1.147	-.04	
CWPprofile ^k	936	30%	34%	.015	.002	--	--	--	-2.606	-.09	
CWPtalk ^k	937	27%	34%	.014	.002	--	--	--	-4.854	-.17	
CWPfaculty ^k	938	48%	48%	.016	.002	--	--	--	.384	.01	
CWPinterview ^k	940	39%	37%	.016	.002	--	--	--	1.449	.05	
CWPmajor ^k	938	32%	36%	.015	.002	--	--	--	-2.434	-.08	
CWPmeetstaff ^k	940	44%	39%	.016	.002	--	--	--	2.621	.09	
CWPpresume ^k	940	46%	49%	.016	.002	--	--	--	-1.830	-.06	
CWPmock ^k	940	31%	31%	.015	.002	--	--	--	.091	.00	
CWPcareerfair ^k	940	30%	39%	.015	.002	--	--	--	-5.167	-.17	
CWPPaid ^k	935	24%	30%	.014	.002	--	--	--	-3.508	-.12	
CWPAlumni ^k	937	25%	30%	.014	.002	--	--	--	-3.129	-.11	
CWPworkpay	786	2.34	2.30	.055	.008	1.53	1.50	822	.459	.03	

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.