

---

# **NSSE 2026 Topical Module Report**

## **Career & Workforce Preparation**

University of North Carolina at Charlotte

---

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.

This page intentionally left blank.

### Career Clarity & Planning<sup>a</sup>

*Do students have a clear path forward?*



**66%**  
have a clear idea of  
career plans

**64%**  
know where to go for  
career questions

**67%**  
can describe the knowledge,  
skills, and experiences necessary  
for their career plans

**35%**  
have a mentor  
who shares a  
similar interest or  
background



**53%**  
received supportive  
feedback from faculty  
or advisors

**77%**  
say coursework is  
relevant to their  
career plans

### Career-Related Course Experiences<sup>b</sup>

*Are careers showing up in the classroom?*



**52%**  
learned about a  
career or industry  
from practicing  
professionals



**63%**  
analyzed a case,  
scenario, or  
simulation of a  
real-life situation

**36%**  
observed employees in action at  
a place of work (clinics, offices,  
schools, etc.)

**56%**  
connected their learning with  
how to impact their community  
and society

**54%**  
researched a career  
interest, a potential  
employer, or the job  
market

### Experiential Learning & Career Preparation<sup>c</sup>

*Are students getting real-world experience?*



**76%**  
network with alumni  
or professional in a  
field related to their  
career interests

**79%**  
interview or  
shadow someone  
in a career they are  
considering



**70%**  
participate in a mock/practice  
interview

**72%**  
participate in a major  
or career-related  
co-curricular activity

**82%**  
complete a paid  
internship

### Motivation & Career Values<sup>a</sup>

*What drives students' career choices?*



**64%**  
the desire to impact  
or support their  
community  
influenced their  
career plans

**53%**  
expected job  
salary and  
availability  
influenced  
their career  
plans

**64%**  
the desire to make a difference in  
society motivates their career plans

**77%**  
fit to their interests  
and abilities  
motivates  
their  
career  
plans



### Career Confidence & Workforce Readiness<sup>a</sup>

*Are students ready to take on the workforce?*



**71%**  
confident demonstrating  
effective work habits

**60%**  
confident using career-  
specific technology

**62%**  
confident overcoming obstacles  
in finding and using career  
resources at institution

**40%**  
confident networking  
with alumni and  
professionals

**69%**  
confident addressing  
ethical issues in  
careers

**59%**  
confident  
communicating skills  
to employers

**81%**  
confident working  
with people from  
diverse backgrounds



### Career Services & Institution Support<sup>c</sup>

*Is support present when students need it?*



**72%**  
completed a career  
self-assessment

**84%**  
received resume help

**59%**  
took a career exploration  
or development course

**77%**  
discussed career  
interests with a  
faculty member

**76%**  
participated in a  
career fair

**79%**  
met with career  
advisors, success  
coaches, or career  
services staff



NOTES: a. Combination of students responding "very much" or "quite a bit." – b. Combination of students responding "very often" or "often." – c. Combination of students responding "done or in progress" or "plan to do."

### Career Clarity & Planning<sup>a</sup>

*Do students have a clear path forward?*



**69%**  
have a clear idea of  
career plans

**62%**  
know where to go for  
career questions

**79%**  
can describe the knowledge,  
skills, and experiences necessary  
for their career plans

**40%**  
have a mentor  
who shares a  
similar interest or  
background



**57%**  
received supportive  
feedback from faculty  
or advisors

**77%**  
say coursework is  
relevant to their  
career plans

### Career-Related Course Experiences<sup>b</sup>

*Are careers showing up in the classroom?*



**62%**  
learned about a  
career or industry  
from practicing  
professionals



**79%**  
analyzed a case,  
scenario, or  
simulation of a  
real-life situation

**41%**  
observed employees in action at  
a place of work (clinics, offices,  
schools, etc.)

**61%**  
connected their learning with  
how to impact their community  
and society

**59%**  
researched a career  
interest, a potential  
employer, or the job  
market

### Experiential Learning & Career Preparation<sup>c</sup>

*Are students getting real-world experience?*



**31%**  
network with alumni  
or professional in a  
field related to their  
career interests

**33%**  
interview or  
shadow someone  
in a career they are  
considering



**34%**  
participate in a mock/practice  
interview

**32%**  
participate in a major  
or career-related  
co-curricular activity

**29%**  
complete a paid  
internship

### Motivation & Career Values<sup>a</sup>

*What drives students' career choices?*



**62%**  
the desire to impact  
or support their  
community  
influenced their  
career plans

**57%**  
expected job  
salary and  
availability  
influenced  
their career  
plans

**64%**  
the desire to make a difference in  
society motivates their career plans

**78%**  
fit to their interests  
and abilities  
motivates  
their  
career  
plans



### Career Confidence & Workforce Readiness<sup>a</sup>

*Are students ready to take on the workforce?*



**78%**  
confident demonstrating  
effective work habits

**69%**  
confident using career-  
specific technology

**64%**  
confident overcoming obstacles  
in finding and using career  
resources at institution

**44%**  
confident networking  
with alumni and  
professionals

**74%**  
confident addressing  
ethical issues in  
careers

**67%**  
confident  
communicating skills  
to employers

**87%**  
confident working  
with people from  
diverse backgrounds



### Career Services & Institution Support<sup>c</sup>

*Is support present when students need it?*



**43%**  
completed a career  
self-assessment

**52%**  
received resume help

**28%**  
took a career exploration  
or development course

**44%**  
discussed career  
interests with a  
faculty member

**45%**  
participated in a  
career fair

**36%**  
met with career  
advisors, success  
coaches, or career  
services staff



NOTES: a. Combination of students responding "very much" or "quite a bit." – b. Combination of students responding "very often" or "often." – c. Percentage of students responding "done or in progress."

# NSSE 2026 Career & Workforce Preparation

## Frequencies and Statistical Comparisons

### University of North Carolina at Charlotte

## First-Year Students

|                                                                                                     |               |                     |                  | Frequency Distributions <sup>a</sup> |        |             |    | Statistical Comparisons <sup>b</sup> |             |                          |
|-----------------------------------------------------------------------------------------------------|---------------|---------------------|------------------|--------------------------------------|--------|-------------|----|--------------------------------------|-------------|--------------------------|
|                                                                                                     |               |                     |                  | UNC Charlotte                        |        | Career Prep |    | UNC Charlotte                        | Career Prep |                          |
| Item wording or description                                                                         | Variable name | Values <sup>c</sup> | Response options | Count                                | %      | Count       | %  | Mean                                 | Mean        | Effect size <sup>d</sup> |
| 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       | 14                                   | 1      | 1,255       | 2  | 2.9                                  | 2.8         | .02                      |
|                                                                                                     |               | 1                   | Very little      | 69                                   | 7      | 4,007       | 7  |                                      |             |                          |
|                                                                                                     |               | 2                   | Some             | 264                                  | 26     | 13,409      | 25 |                                      |             |                          |
|                                                                                                     |               | 3                   | Quite a bit      | 379                                  | 36     | 18,142      | 34 |                                      |             |                          |
|                                                                                                     |               | 4                   | Very much        | 312                                  | 29     | 15,463      | 31 |                                      |             |                          |
|                                                                                                     |               | Total               | 1,038            | 100                                  | 52,276 | 100         |    |                                      |             |                          |
| b. What you are learning at this institution is relevant to your career plans                       | CWPrelevant   | 0                   | Not at all       | 7                                    | 1      | 547         | 1  | 3.1                                  | 3.1         | .03                      |
|                                                                                                     |               | 1                   | Very little      | 39                                   | 4      | 1,885       | 4  |                                      |             |                          |
|                                                                                                     |               | 2                   | Some             | 190                                  | 18     | 10,837      | 20 |                                      |             |                          |
|                                                                                                     |               | 3                   | Quite a bit      | 393                                  | 38     | 20,027      | 37 |                                      |             |                          |
|                                                                                                     |               | 4                   | Very much        | 410                                  | 39     | 18,895      | 38 |                                      |             |                          |
|                                                                                                     |               | Total               | 1,039            | 100                                  | 52,191 | 100         |    |                                      |             |                          |
| c. You know where to go with questions about your career plans or further education                 | CWPquestions  | 0                   | Not at all       | 14                                   | 2      | 1,363       | 3  | 2.8                                  | 2.8         | .00                      |
|                                                                                                     |               | 1                   | Very little      | 81                                   | 8      | 4,285       | 8  |                                      |             |                          |
|                                                                                                     |               | 2                   | Some             | 271                                  | 27     | 13,381      | 25 |                                      |             |                          |
|                                                                                                     |               | 3                   | Quite a bit      | 374                                  | 36     | 17,906      | 34 |                                      |             |                          |
|                                                                                                     |               | 4                   | Very much        | 297                                  | 28     | 15,194      | 30 |                                      |             |                          |
|                                                                                                     |               | Total               | 1,037            | 100                                  | 52,129 | 100         |    |                                      |             |                          |
| d. You can describe the knowledge, skills, and experiences that are necessary for your career plans | CWPdescribe   | 0                   | Not at all       | 6                                    | 1      | 732         | 1  | 2.9                                  | 2.9         | .03                      |
|                                                                                                     |               | 1                   | Very little      | 53                                   | 5      | 2,916       | 6  |                                      |             |                          |
|                                                                                                     |               | 2                   | Some             | 271                                  | 27     | 13,893      | 26 |                                      |             |                          |
|                                                                                                     |               | 3                   | Quite a bit      | 400                                  | 39     | 20,579      | 39 |                                      |             |                          |
|                                                                                                     |               | 4                   | Very much        | 306                                  | 29     | 13,967      | 28 |                                      |             |                          |
|                                                                                                     |               | Total               | 1,036            | 100                                  | 52,087 | 100         |    |                                      |             |                          |
| e. You have received supportive feedback from faculty or other advisors about your career plans     | CWPfeedback   | 0                   | Not at all       | 68                                   | 7      | 4,135       | 8  | 2.5                                  | 2.5         | .00                      |
|                                                                                                     |               | 1                   | Very little      | 143                                  | 14     | 6,361       | 12 |                                      |             |                          |
|                                                                                                     |               | 2                   | Some             | 273                                  | 26     | 14,501      | 28 |                                      |             |                          |
|                                                                                                     |               | 3                   | Quite a bit      | 325                                  | 31     | 15,631      | 29 |                                      |             |                          |
|                                                                                                     |               | 4                   | Very much        | 229                                  | 22     | 11,399      | 23 |                                      |             |                          |
|                                                                                                     |               | Total               | 1,038            | 100                                  | 52,027 | 100         |    |                                      |             |                          |
| f. You have a mentor in your area of interest who shares a similar background as you                | CWPmentor     | 0                   | Not at all       | 224                                  | 21     | 10,360      | 21 | 1.9                                  | 2.0 *       | -0.06                    |
|                                                                                                     |               | 1                   | Very little      | 205                                  | 20     | 8,872       | 17 |                                      |             |                          |
|                                                                                                     |               | 2                   | Some             | 250                                  | 25     | 12,785      | 24 |                                      |             |                          |
|                                                                                                     |               | 3                   | Quite a bit      | 191                                  | 19     | 10,979      | 20 |                                      |             |                          |
|                                                                                                     |               | 4                   | Very much        | 165                                  | 16     | 9,048       | 18 |                                      |             |                          |
|                                                                                                     |               | Total               | 1,035            | 100                                  | 52,044 | 100         |    |                                      |             |                          |
| 2. To what extent have the following influenced your career plans?                                  |               |                     |                  |                                      |        |             |    |                                      |             |                          |
| a. Advice from family or friends                                                                    | CWPfamily     | 0                   | Not at all       | 63                                   | 6      | 2,893       | 6  | 2.5                                  | 2.5         | -0.01                    |
|                                                                                                     |               | 1                   | Very little      | 130                                  | 12     | 5,626       | 11 |                                      |             |                          |
|                                                                                                     |               | 2                   | Some             | 278                                  | 27     | 14,806      | 28 |                                      |             |                          |
|                                                                                                     |               | 3                   | Quite a bit      | 314                                  | 31     | 16,237      | 30 |                                      |             |                          |
|                                                                                                     |               | 4                   | Very much        | 239                                  | 23     | 11,790      | 23 |                                      |             |                          |
|                                                                                                     |               | —                   | Not applicable   | 10                                   | 1      | 683         | 2  |                                      |             |                          |
| Total                                                                                               | 1,034         | 100                 | 52,035           | 100                                  |        |             |    |                                      |             |                          |

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

# NSSE 2026 Career & Workforce Preparation

## Frequencies and Statistical Comparisons

### University of North Carolina at Charlotte

## 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> |             |                          |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|---------------------|------------------|--------------------------------------|-----|-------------|-----|--------------------------------------|-------------|--------------------------|
|                                                                                                                                                                           |               |                     |                  | UNC Charlotte                        |     | Career Prep |     | UNC Charlotte                        | Career Prep | Effect size <sup>d</sup> |
|                                                                                                                                                                           |               |                     |                  | Count                                | %   | Count       | %   | Mean                                 | Mean        |                          |
| b. Interactions with a faculty member                                                                                                                                     | CWPinterfac   | 0                   | Not at all       | 166                                  | 16  | 8,068       | 16  | <b>1.8</b>                           | 1.9         | -.03                     |
|                                                                                                                                                                           |               | 1                   | Very little      | 229                                  | 22  | 10,274      | 20  |                                      |             |                          |
|                                                                                                                                                                           |               | 2                   | Some             | 301                                  | 29  | 15,359      | 29  |                                      |             |                          |
|                                                                                                                                                                           |               | 3                   | Quite a bit      | 179                                  | 18  | 9,896       | 18  |                                      |             |                          |
|                                                                                                                                                                           |               | 4                   | Very much        | 111                                  | 11  | 5,679       | 11  |                                      |             |                          |
|                                                                                                                                                                           |               | —                   | Not applicable   | 49                                   | 5   | 2,743       | 6   |                                      |             |                          |
|                                                                                                                                                                           |               | Total               |                  | 1,035                                | 100 | 52,019      | 100 |                                      |             |                          |
| c. Interactions with advisors, success coaches, and/or career services staff                                                                                              | CWPinteradv   | 0                   | Not at all       | 182                                  | 18  | 9,146       | 18  | <b>1.8</b>                           | 1.8         | -.01                     |
|                                                                                                                                                                           |               | 1                   | Very little      | 223                                  | 21  | 10,618      | 20  |                                      |             |                          |
|                                                                                                                                                                           |               | 2                   | Some             | 287                                  | 27  | 13,857      | 26  |                                      |             |                          |
|                                                                                                                                                                           |               | 3                   | Quite a bit      | 179                                  | 18  | 9,099       | 17  |                                      |             |                          |
|                                                                                                                                                                           |               | 4                   | Very much        | 112                                  | 10  | 5,568       | 11  |                                      |             |                          |
|                                                                                                                                                                           |               | —                   | Not applicable   | 53                                   | 5   | 3,679       | 7   |                                      |             |                          |
|                                                                                                                                                                           |               | Total               |                  | 1,036                                | 100 | 51,967      | 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       | 248                                  | 24  | 11,770      | 24  | <b>1.6</b>                           | 1.6         | .01                      |
|                                                                                                                                                                           |               | 1                   | Very little      | 179                                  | 17  | 9,085       | 17  |                                      |             |                          |
|                                                                                                                                                                           |               | 2                   | Some             | 233                                  | 23  | 11,073      | 20  |                                      |             |                          |
|                                                                                                                                                                           |               | 3                   | Quite a bit      | 143                                  | 14  | 7,975       | 15  |                                      |             |                          |
|                                                                                                                                                                           |               | 4                   | Very much        | 101                                  | 10  | 4,908       | 9   |                                      |             |                          |
|                                                                                                                                                                           |               | —                   | Not applicable   | 134                                  | 13  | 7,194       | 16  |                                      |             |                          |
|                                                                                                                                                                           |               | Total               |                  | 1,038                                | 100 | 52,005      | 100 |                                      |             |                          |
| e. Internship, co-op, field experience, student teaching, or clinical placement                                                                                           | CWPintern     | 0                   | Not at all       | 211                                  | 20  | 10,377      | 21  | <b>1.8</b>                           | 1.7         | .06                      |
|                                                                                                                                                                           |               | 1                   | Very little      | 136                                  | 13  | 6,423       | 12  |                                      |             |                          |
|                                                                                                                                                                           |               | 2                   | Some             | 167                                  | 16  | 8,806       | 16  |                                      |             |                          |
|                                                                                                                                                                           |               | 3                   | Quite a bit      | 135                                  | 13  | 7,252       | 13  |                                      |             |                          |
|                                                                                                                                                                           |               | 4                   | Very much        | 116                                  | 11  | 4,938       | 9   |                                      |             |                          |
|                                                                                                                                                                           |               | —                   | Not applicable   | 268                                  | 26  | 14,084      | 28  |                                      |             |                          |
|                                                                                                                                                                           |               | Total               |                  | 1,033                                | 100 | 51,880      | 100 |                                      |             |                          |
| f. Work experience (on- or off-campus job or prior employment)                                                                                                            | CWPwork       | 0                   | Not at all       | 171                                  | 16  | 9,007       | 18  | <b>2.1</b>                           | 2.0         | .04                      |
|                                                                                                                                                                           |               | 1                   | Very little      | 141                                  | 13  | 7,020       | 13  |                                      |             |                          |
|                                                                                                                                                                           |               | 2                   | Some             | 224                                  | 22  | 10,919      | 20  |                                      |             |                          |
|                                                                                                                                                                           |               | 3                   | Quite a bit      | 188                                  | 18  | 9,171       | 17  |                                      |             |                          |
|                                                                                                                                                                           |               | 4                   | Very much        | 170                                  | 17  | 7,648       | 16  |                                      |             |                          |
|                                                                                                                                                                           |               | —                   | Not applicable   | 141                                  | 14  | 8,170       | 16  |                                      |             |                          |
|                                                                                                                                                                           |               | Total               |                  | 1,035                                | 100 | 51,935      | 100 |                                      |             |                          |
| g. Career fairs, workshops, or course-based exploration of career options                                                                                                 | CWPfairs      | 0                   | Not at all       | 199                                  | 19  | 10,518      | 21  | <b>1.8</b>                           | 1.6 **      | .09                      |
|                                                                                                                                                                           |               | 1                   | Very little      | 172                                  | 17  | 9,380       | 18  |                                      |             |                          |
|                                                                                                                                                                           |               | 2                   | Some             | 278                                  | 27  | 12,831      | 24  |                                      |             |                          |
|                                                                                                                                                                           |               | 3                   | Quite a bit      | 161                                  | 16  | 7,354       | 14  |                                      |             |                          |
|                                                                                                                                                                           |               | 4                   | Very much        | 93                                   | 9   | 4,103       | 8   |                                      |             |                          |
|                                                                                                                                                                           |               | —                   | Not applicable   | 133                                  | 13  | 7,642       | 16  |                                      |             |                          |
|                                                                                                                                                                           |               | Total               |                  | 1,036                                | 100 | 51,828      | 100 |                                      |             |                          |

# NSSE 2026 Career & Workforce Preparation

## Frequencies and Statistical Comparisons

### University of North Carolina at Charlotte

## First-Year Students

|                                                                                                                          |               |                     |                  | Frequency Distributions <sup>a</sup> |        |             |    | Statistical Comparisons <sup>b</sup> |              |                          |
|--------------------------------------------------------------------------------------------------------------------------|---------------|---------------------|------------------|--------------------------------------|--------|-------------|----|--------------------------------------|--------------|--------------------------|
|                                                                                                                          |               |                     |                  | UNC Charlotte                        |        | Career Prep |    | UNC Charlotte                        | Career Prep  |                          |
| Item wording or description                                                                                              | Variable name | Values <sup>c</sup> | Response options | Count                                | %      | Count       | %  | Mean                                 | Mean         | Effect size <sup>d</sup> |
| h. Expected job salary and availability                                                                                  | CWPjobsalary  | 0                   | Not at all       | 72                                   | 7      | 4,612       | 9  | 2.5                                  | 2.4 ***<br>△ | .12                      |
|                                                                                                                          |               | 1                   | Very little      | 85                                   | 8      | 5,819       | 11 |                                      |              |                          |
|                                                                                                                          |               | 2                   | Some             | 289                                  | 28     | 14,385      | 27 |                                      |              |                          |
|                                                                                                                          |               | 3                   | Quite a bit      | 328                                  | 32     | 14,466      | 27 |                                      |              |                          |
|                                                                                                                          |               | 4                   | Very much        | 225                                  | 21     | 10,006      | 20 |                                      |              |                          |
|                                                                                                                          |               | —                   | Not applicable   | 33                                   | 3      | 2,603       | 5  |                                      |              |                          |
|                                                                                                                          |               | Total               | 1,032            | 100                                  | 51,891 | 100         |    |                                      |              |                          |
| i. Fit for your interests and abilities                                                                                  | CWPability    | 0                   | Not at all       | 13                                   | 1      | 923         | 2  | 3.1                                  | 3.1          | .02                      |
|                                                                                                                          |               | 1                   | Very little      | 36                                   | 4      | 1,867       | 4  |                                      |              |                          |
|                                                                                                                          |               | 2                   | Some             | 174                                  | 17     | 9,107       | 18 |                                      |              |                          |
|                                                                                                                          |               | 3                   | Quite a bit      | 381                                  | 37     | 18,369      | 35 |                                      |              |                          |
|                                                                                                                          |               | 4                   | Very much        | 420                                  | 40     | 20,775      | 40 |                                      |              |                          |
|                                                                                                                          |               | —                   | Not applicable   | 10                                   | 1      | 806         | 2  |                                      |              |                          |
|                                                                                                                          |               | Total               | 1,034            | 100                                  | 51,847 | 100         |    |                                      |              |                          |
| j. Desire to impact or support my community                                                                              | CWPimpact     | 0                   | Not at all       | 35                                   | 4      | 1,670       | 4  | 2.8                                  | 2.9          | -.04                     |
|                                                                                                                          |               | 1                   | Very little      | 70                                   | 8      | 3,349       | 7  |                                      |              |                          |
|                                                                                                                          |               | 2                   | Some             | 237                                  | 24     | 11,633      | 23 |                                      |              |                          |
|                                                                                                                          |               | 3                   | Quite a bit      | 327                                  | 31     | 15,593      | 29 |                                      |              |                          |
|                                                                                                                          |               | 4                   | Very much        | 352                                  | 33     | 18,564      | 35 |                                      |              |                          |
|                                                                                                                          |               | —                   | Not applicable   | 11                                   | 1      | 1,061       | 2  |                                      |              |                          |
|                                                                                                                          |               | Total               | 1,032            | 100                                  | 51,870 | 100         |    |                                      |              |                          |
| k. Desire to make a difference in broader society                                                                        | CWPsociety    | 0                   | Not at all       | 37                                   | 4      | 1,737       | 4  | 2.9                                  | 2.9          | -.02                     |
|                                                                                                                          |               | 1                   | Very little      | 73                                   | 8      | 3,504       | 7  |                                      |              |                          |
|                                                                                                                          |               | 2                   | Some             | 235                                  | 24     | 11,784      | 23 |                                      |              |                          |
|                                                                                                                          |               | 3                   | Quite a bit      | 294                                  | 28     | 14,884      | 28 |                                      |              |                          |
|                                                                                                                          |               | 4                   | Very much        | 384                                  | 36     | 18,850      | 36 |                                      |              |                          |
|                                                                                                                          |               | —                   | Not applicable   | 10                                   | 1      | 1,158       | 3  |                                      |              |                          |
|                                                                                                                          |               | Total               | 1,033            | 100                                  | 51,917 | 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       | 18                                   | 2      | 913         | 2  | 2.8                                  | 2.8          | .00                      |
|                                                                                                                          |               | 1                   | Very little      | 62                                   | 6      | 3,403       | 7  |                                      |              |                          |
|                                                                                                                          |               | 2                   | Some             | 296                                  | 29     | 15,482      | 29 |                                      |              |                          |
|                                                                                                                          |               | 3                   | Quite a bit      | 391                                  | 38     | 19,095      | 36 |                                      |              |                          |
|                                                                                                                          |               | 4                   | Very much        | 254                                  | 24     | 12,217      | 25 |                                      |              |                          |
|                                                                                                                          |               | —                   | Not applicable   | 5                                    | 1      | 649         | 1  |                                      |              |                          |
|                                                                                                                          |               | Total               | 1,026            | 100                                  | 51,759 | 100         |    |                                      |              |                          |
| b. Demonstrate effective work habits (punctuality, working productively with others, time and workload management, etc.) | CWPhabits     | 0                   | Not at all       | 13                                   | 1      | 542         | 1  | 3.0                                  | 3.0          | -.02                     |
|                                                                                                                          |               | 1                   | Very little      | 34                                   | 4      | 2,357       | 5  |                                      |              |                          |
|                                                                                                                          |               | 2                   | Some             | 237                                  | 24     | 10,891      | 21 |                                      |              |                          |
|                                                                                                                          |               | 3                   | Quite a bit      | 388                                  | 38     | 19,873      | 37 |                                      |              |                          |
|                                                                                                                          |               | 4                   | Very much        | 353                                  | 34     | 17,622      | 35 |                                      |              |                          |
|                                                                                                                          |               | —                   | Not applicable   | 3                                    | 0      | 382         | 1  |                                      |              |                          |
|                                                                                                                          |               | Total               | 1,028            | 100                                  | 51,667 | 100         |    |                                      |              |                          |

# NSSE 2026 Career & Workforce Preparation

## Frequencies and Statistical Comparisons

### University of North Carolina at Charlotte

#### First-Year Students

|                                                                                                                         |                |                     |                  | Frequency Distributions <sup>a</sup> |        |             |    | Statistical Comparisons <sup>b</sup> |             |                          |
|-------------------------------------------------------------------------------------------------------------------------|----------------|---------------------|------------------|--------------------------------------|--------|-------------|----|--------------------------------------|-------------|--------------------------|
|                                                                                                                         |                |                     |                  | UNC Charlotte                        |        | Career Prep |    | UNC Charlotte                        | Career Prep |                          |
| Item wording or description                                                                                             | Variable name  | Values <sup>c</sup> | Response options | Count                                | %      | Count       | %  | Mean                                 | Mean        | Effect size <sup>d</sup> |
| c. Network with alumni or professionals to make potential career connections                                            | CWPnetwork     | 0                   | Not at all       | 61                                   | 6      | 3,291       | 7  | 2.3                                  | 2.3         | .01                      |
|                                                                                                                         |                | 1                   | Very little      | 186                                  | 18     | 8,845       | 17 |                                      |             |                          |
|                                                                                                                         |                | 2                   | Some             | 341                                  | 33     | 17,214      | 33 |                                      |             |                          |
|                                                                                                                         |                | 3                   | Quite a bit      | 245                                  | 24     | 12,493      | 23 |                                      |             |                          |
|                                                                                                                         |                | 4                   | Very much        | 171                                  | 17     | 8,441       | 17 |                                      |             |                          |
|                                                                                                                         |                | —                   | Not applicable   | 26                                   | 3      | 1,363       | 3  |                                      |             |                          |
|                                                                                                                         |                | Total               | 1,030            | 100                                  | 51,647 | 100         |    |                                      |             |                          |
| d. Communicate your knowledge, skills, and experiences to potential employers                                           | CWPcommunicate | 0                   | Not at all       | 28                                   | 3      | 1,303       | 3  | 2.7                                  | 2.7         | .01                      |
|                                                                                                                         |                | 1                   | Very little      | 104                                  | 10     | 4,667       | 9  |                                      |             |                          |
|                                                                                                                         |                | 2                   | Some             | 281                                  | 28     | 15,640      | 30 |                                      |             |                          |
|                                                                                                                         |                | 3                   | Quite a bit      | 355                                  | 35     | 17,594      | 33 |                                      |             |                          |
|                                                                                                                         |                | 4                   | Very much        | 250                                  | 24     | 11,628      | 24 |                                      |             |                          |
|                                                                                                                         |                | —                   | Not applicable   | 6                                    | 1      | 743         | 2  |                                      |             |                          |
|                                                                                                                         |                | Total               | 1,024            | 100                                  | 51,575 | 100         |    |                                      |             |                          |
| e. Use career-specific technology (devices, programs, or tools used by those in the field)                              | CWPtech        | 0                   | Not at all       | 21                                   | 2      | 1,467       | 3  | 2.8                                  | 2.7 *       | .08<br>△                 |
|                                                                                                                         |                | 1                   | Very little      | 75                                   | 7      | 4,701       | 9  |                                      |             |                          |
|                                                                                                                         |                | 2                   | Some             | 305                                  | 29     | 15,359      | 29 |                                      |             |                          |
|                                                                                                                         |                | 3                   | Quite a bit      | 345                                  | 34     | 17,262      | 33 |                                      |             |                          |
|                                                                                                                         |                | 4                   | Very much        | 270                                  | 27     | 11,786      | 25 |                                      |             |                          |
|                                                                                                                         |                | —                   | Not applicable   | 13                                   | 1      | 1,033       | 2  |                                      |             |                          |
|                                                                                                                         |                | Total               | 1,029            | 100                                  | 51,608 | 100         |    |                                      |             |                          |
| f. Work effectively with people of other backgrounds (economic, racial/ethnic, political, religious, nationality, etc.) | CWPdiverse     | 0                   | Not at all       | 9                                    | 1      | 524         | 1  | 3.2                                  | 3.2         | .00                      |
|                                                                                                                         |                | 1                   | Very little      | 27                                   | 3      | 1,414       | 3  |                                      |             |                          |
|                                                                                                                         |                | 2                   | Some             | 149                                  | 15     | 7,817       | 15 |                                      |             |                          |
|                                                                                                                         |                | 3                   | Quite a bit      | 338                                  | 34     | 17,498      | 33 |                                      |             |                          |
|                                                                                                                         |                | 4                   | Very much        | 499                                  | 47     | 23,747      | 47 |                                      |             |                          |
|                                                                                                                         |                | —                   | Not applicable   | 5                                    | 1      | 561         | 1  |                                      |             |                          |
|                                                                                                                         |                | Total               | 1,027            | 100                                  | 51,561 | 100         |    |                                      |             |                          |
| g. Address ethical issues you might face in your career                                                                 | CWPethics      | 0                   | Not at all       | 11                                   | 1      | 848         | 2  | 3.0                                  | 2.9         | .03                      |
|                                                                                                                         |                | 1                   | Very little      | 47                                   | 5      | 2,617       | 5  |                                      |             |                          |
|                                                                                                                         |                | 2                   | Some             | 248                                  | 25     | 12,758      | 24 |                                      |             |                          |
|                                                                                                                         |                | 3                   | Quite a bit      | 363                                  | 36     | 18,591      | 35 |                                      |             |                          |
|                                                                                                                         |                | 4                   | Very much        | 353                                  | 33     | 16,004      | 32 |                                      |             |                          |
|                                                                                                                         |                | —                   | Not applicable   | 5                                    | 0      | 819         | 2  |                                      |             |                          |
|                                                                                                                         |                | Total               | 1,027            | 100                                  | 51,637 | 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            | 84                                   | 8      | 3,817       | 8  | 2.8                                  | 2.8         | -.03                     |
|                                                                                                                         |                | 2                   | Sometimes        | 296                                  | 29     | 14,692      | 29 |                                      |             |                          |
|                                                                                                                         |                | 3                   | Often            | 397                                  | 39     | 19,995      | 38 |                                      |             |                          |
|                                                                                                                         |                | 4                   | Very often       | 246                                  | 24     | 13,014      | 26 |                                      |             |                          |
|                                                                                                                         |                | Total               | 1,023            | 100                                  | 51,518 | 100         |    |                                      |             |                          |
| b. Researched a career interest, a potential employer, or the job market                                                | CWPresearch    | 1                   | Never            | 145                                  | 14     | 10,339      | 20 | 2.6                                  | 2.5 ***     | .13<br>△                 |
|                                                                                                                         |                | 2                   | Sometimes        | 321                                  | 32     | 16,214      | 32 |                                      |             |                          |
|                                                                                                                         |                | 3                   | Often            | 344                                  | 34     | 15,532      | 29 |                                      |             |                          |
|                                                                                                                         |                | 4                   | Very often       | 211                                  | 20     | 9,414       | 19 |                                      |             |                          |
|                                                                                                                         |                | Total               | 1,021            | 100                                  | 51,499 | 100         |    |                                      |             |                          |

# NSSE 2026 Career & Workforce Preparation

## Frequencies and Statistical Comparisons

### University of North Carolina at Charlotte

## First-Year Students

|                                                                                                                                                  |               |                     |                     | Frequency Distributions <sup>a</sup> |        |             |     | Statistical Comparisons <sup>b</sup> |             |                          |
|--------------------------------------------------------------------------------------------------------------------------------------------------|---------------|---------------------|---------------------|--------------------------------------|--------|-------------|-----|--------------------------------------|-------------|--------------------------|
|                                                                                                                                                  |               |                     |                     | UNC Charlotte                        |        | Career Prep |     | UNC Charlotte                        | Career Prep |                          |
| Item wording or description                                                                                                                      | Variable name | Values <sup>c</sup> | Response options    | Count                                | %      | Count       | %   | Mean                                 | Mean        | Effect size <sup>d</sup> |
| c. Learned about a career or industry from practicing professionals                                                                              | CWPpractice   | 1                   | Never               | 144                                  | 15     | 8,451       | 18  | 2.6                                  | 2.5 *       | .07                      |
|                                                                                                                                                  |               | 2                   | Sometimes           | 344                                  | 33     | 17,011      | 33  |                                      |             |                          |
|                                                                                                                                                  |               | 3                   | Often               | 325                                  | 32     | 16,350      | 31  |                                      |             |                          |
|                                                                                                                                                  |               | 4                   | Very often          | 205                                  | 20     | 9,604       | 19  |                                      |             |                          |
|                                                                                                                                                  |               | Total               | 1,018               | 100                                  | 51,416 | 100         |     |                                      |             |                          |
| d. Observed employees in action at a place of work (clinics, offices, schools, etc.)                                                             | CWPobserve    | 1                   | Never               | 389                                  | 38     | 20,105      | 40  | 2.1                                  | 2.1         | .03                      |
|                                                                                                                                                  |               | 2                   | Sometimes           | 274                                  | 26     | 13,116      | 25  |                                      |             |                          |
|                                                                                                                                                  |               | 3                   | Often               | 201                                  | 20     | 11,027      | 21  |                                      |             |                          |
|                                                                                                                                                  |               | 4                   | Very often          | 156                                  | 15     | 7,204       | 14  |                                      |             |                          |
|                                                                                                                                                  |               | Total               | 1,020               | 100                                  | 51,452 | 100         |     |                                      |             |                          |
| e. Connected your learning to how you can impact your community and society                                                                      | CWPconnect    | 1                   | Never               | 97                                   | 10     | 5,167       | 11  | 2.7                                  | 2.7         | .01                      |
|                                                                                                                                                  |               | 2                   | Sometimes           | 336                                  | 34     | 16,733      | 33  |                                      |             |                          |
|                                                                                                                                                  |               | 3                   | Often               | 362                                  | 35     | 18,731      | 35  |                                      |             |                          |
|                                                                                                                                                  |               | 4                   | Very often          | 228                                  | 21     | 10,851      | 21  |                                      |             |                          |
|                                                                                                                                                  |               | Total               | 1,023               | 100                                  | 51,482 | 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)? <sup>1</sup> |               |                     |                     |                                      |        |             |     |                                      |             |                          |
| a. Take a career exploration, planning, or development course                                                                                    | CWPcourse     |                     | Have not decided    | 198                                  | 20     | 11,948      | 24  | 17%                                  | 13% ***     | .10                      |
|                                                                                                                                                  |               |                     | Do not plan to do   | 213                                  | 21     | 9,639       | 19  |                                      |             |                          |
|                                                                                                                                                  |               |                     | Plan to do          | 434                                  | 42     | 22,898      | 44  |                                      |             |                          |
|                                                                                                                                                  |               |                     | Done or in progress | 179                                  | 17     | 6,939       | 13  |                                      |             |                          |
|                                                                                                                                                  |               |                     | Total               | 1,024                                | 100    | 51,424      | 100 |                                      |             |                          |
| b. Complete a career profile or self-assessment to identify occupations that match your strengths and interests                                  | CWPprofile    |                     | Have not decided    | 110                                  | 11     | 8,770       | 18  | 31%                                  | 21% ***     | .23                      |
|                                                                                                                                                  |               |                     | Do not plan to do   | 164                                  | 17     | 8,475       | 16  |                                      |             |                          |
|                                                                                                                                                  |               |                     | Plan to do          | 421                                  | 41     | 23,438      | 45  |                                      |             |                          |
|                                                                                                                                                  |               |                     | Done or in progress | 327                                  | 31     | 10,591      | 21  |                                      |             |                          |
|                                                                                                                                                  |               |                     | Total               | 1,022                                | 100    | 51,274      | 100 |                                      |             |                          |
| c. Attend a talk, panel discussion, or workshop about careers                                                                                    | CWPtalk       |                     | Have not decided    | 142                                  | 14     | 9,148       | 19  | 24%                                  | 18% ***     | .15                      |
|                                                                                                                                                  |               |                     | Do not plan to do   | 139                                  | 14     | 6,960       | 14  |                                      |             |                          |
|                                                                                                                                                  |               |                     | Plan to do          | 492                                  | 48     | 25,245      | 49  |                                      |             |                          |
|                                                                                                                                                  |               |                     | Done or in progress | 247                                  | 24     | 9,972       | 18  |                                      |             |                          |
|                                                                                                                                                  |               |                     | Total               | 1,020                                | 100    | 51,325      | 100 |                                      |             |                          |
| d. Discuss your career interests with a faculty member                                                                                           | CWPfaculty    |                     | Have not decided    | 130                                  | 13     | 6,684       | 14  | 28%                                  | 27%         | .04                      |
|                                                                                                                                                  |               |                     | Do not plan to do   | 99                                   | 10     | 4,193       | 9   |                                      |             |                          |
|                                                                                                                                                  |               |                     | Plan to do          | 493                                  | 48     | 26,370      | 50  |                                      |             |                          |
|                                                                                                                                                  |               |                     | Done or in progress | 295                                  | 28     | 14,025      | 27  |                                      |             |                          |
|                                                                                                                                                  |               |                     | Total               | 1,017                                | 100    | 51,272      | 100 |                                      |             |                          |
| e. Interview or shadow someone in a career that you are considering                                                                              | CWPinterview  |                     | Have not decided    | 125                                  | 13     | 7,827       | 17  | 17%                                  | 14% **      | .09                      |
|                                                                                                                                                  |               |                     | Do not plan to do   | 79                                   | 8      | 3,455       | 8   |                                      |             |                          |
|                                                                                                                                                  |               |                     | Plan to do          | 644                                  | 62     | 32,591      | 62  |                                      |             |                          |
|                                                                                                                                                  |               |                     | Done or in progress | 174                                  | 17     | 7,445       | 14  |                                      |             |                          |
|                                                                                                                                                  |               |                     | Total               | 1,022                                | 100    | 51,318      | 100 |                                      |             |                          |
| f. Participate in a major- or career-related co-curricular activity (student organization, professional or honor society, etc.)                  | CWPmajor      |                     | Have not decided    | 168                                  | 17     | 10,684      | 22  | 21%                                  | 18% **      | .09                      |
|                                                                                                                                                  |               |                     | Do not plan to do   | 110                                  | 11     | 5,255       | 11  |                                      |             |                          |
|                                                                                                                                                  |               |                     | Plan to do          | 529                                  | 51     | 26,120      | 49  |                                      |             |                          |
|                                                                                                                                                  |               |                     | Done or in progress | 216                                  | 21     | 9,214       | 18  |                                      |             |                          |
|                                                                                                                                                  |               |                     | Total               | 1,023                                | 100    | 51,273      | 100 |                                      |             |                          |

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

# NSSE 2026 Career & Workforce Preparation

## Frequencies and Statistical Comparisons

### University of North Carolina at Charlotte

## First-Year Students

|                                                                                                                            |                                                                                           |                     |                     | Frequency Distributions <sup>a</sup> |     |             |     | Statistical Comparisons <sup>b</sup> |             |                          |
|----------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------|---------------------|---------------------|--------------------------------------|-----|-------------|-----|--------------------------------------|-------------|--------------------------|
|                                                                                                                            |                                                                                           |                     |                     | UNC Charlotte                        |     | Career Prep |     | UNC Charlotte                        | Career Prep |                          |
| Item wording or description                                                                                                | Variable name                                                                             | Values <sup>c</sup> | Response options    | Count                                | %   | Count       | %   | Mean                                 | Mean        | Effect size <sup>d</sup> |
| g. Meet with an advisor, success coach, and/or career services staff member to explore your interests and plan your future | CWPmeetstaff<br><br>(Means indicate the percentage who responded "Done or in progress.")  |                     | Have not decided    | 119                                  | 12  | 6,953       | 14  | 26%                                  | 25%         | .02                      |
|                                                                                                                            |                                                                                           |                     | Do not plan to do   | 89                                   | 9   | 4,449       | 9   |                                      |             |                          |
|                                                                                                                            |                                                                                           |                     | Plan to do          | 536                                  | 53  | 26,821      | 52  |                                      |             |                          |
|                                                                                                                            |                                                                                           |                     | Done or in progress | 276                                  | 26  | 13,059      | 25  |                                      |             |                          |
|                                                                                                                            |                                                                                           |                     | Total               | 1,020                                | 100 | 51,282      | 100 |                                      |             |                          |
| h. Get help with your résumé                                                                                               | CWPresume<br><br>(Means indicate the percentage who responded "Done or in progress.")     |                     | Have not decided    | 67                                   | 7   | 5,826       | 12  | 35%                                  | 23% ***     | .27                      |
|                                                                                                                            |                                                                                           |                     | Do not plan to do   | 94                                   | 10  | 5,102       | 10  |                                      |             |                          |
|                                                                                                                            |                                                                                           |                     | Plan to do          | 499                                  | 49  | 28,400      | 55  |                                      |             |                          |
|                                                                                                                            |                                                                                           |                     | Done or in progress | 362                                  | 35  | 11,947      | 23  |                                      |             |                          |
|                                                                                                                            |                                                                                           |                     | Total               | 1,022                                | 100 | 51,275      | 100 |                                      |             |                          |
| i. Participate in a mock or practice interview                                                                             | CWPmock<br><br>(Means indicate the percentage who responded "Done or in progress.")       |                     | Have not decided    | 164                                  | 16  | 10,170      | 20  | 15%                                  | 12% *       | .08                      |
|                                                                                                                            |                                                                                           |                     | Do not plan to do   | 140                                  | 14  | 7,157       | 14  |                                      |             |                          |
|                                                                                                                            |                                                                                           |                     | Plan to do          | 564                                  | 55  | 27,579      | 53  |                                      |             |                          |
|                                                                                                                            |                                                                                           |                     | Done or in progress | 152                                  | 15  | 6,377       | 12  |                                      |             |                          |
|                                                                                                                            |                                                                                           |                     | Total               | 1,020                                | 100 | 51,283      | 100 |                                      |             |                          |
| j. Participate in a career fair                                                                                            | CWPcareerfair<br><br>(Means indicate the percentage who responded "Done or in progress.") |                     | Have not decided    | 122                                  | 12  | 9,378       | 19  | 26%                                  | 20% ***     | .15                      |
|                                                                                                                            |                                                                                           |                     | Do not plan to do   | 130                                  | 13  | 6,478       | 13  |                                      |             |                          |
|                                                                                                                            |                                                                                           |                     | Plan to do          | 511                                  | 49  | 25,018      | 48  |                                      |             |                          |
|                                                                                                                            |                                                                                           |                     | Done or in progress | 260                                  | 26  | 10,417      | 20  |                                      |             |                          |
|                                                                                                                            |                                                                                           |                     | Total               | 1,023                                | 100 | 51,291      | 100 |                                      |             |                          |
| k. Complete a paid internship                                                                                              | CWPpaid<br><br>(Means indicate the percentage who responded "Done or in progress.")       |                     | Have not decided    | 113                                  | 11  | 8,760       | 18  | 8%                                   | 6% *        | .07                      |
|                                                                                                                            |                                                                                           |                     | Do not plan to do   | 73                                   | 7   | 3,922       | 8   |                                      |             |                          |
|                                                                                                                            |                                                                                           |                     | Plan to do          | 752                                  | 74  | 35,282      | 67  |                                      |             |                          |
|                                                                                                                            |                                                                                           |                     | Done or in progress | 81                                   | 8   | 3,359       | 6   |                                      |             |                          |
|                                                                                                                            |                                                                                           |                     | Total               | 1,019                                | 100 | 51,323      | 100 |                                      |             |                          |
| l. Network with alumni or professionals in a field related to your career interests                                        | CWPalumni<br><br>(Means indicate the percentage who responded "Done or in progress.")     |                     | Have not decided    | 149                                  | 15  | 10,146      | 21  | 12%                                  | 10% *       | .07                      |
|                                                                                                                            |                                                                                           |                     | Do not plan to do   | 92                                   | 9   | 3,961       | 8   |                                      |             |                          |
|                                                                                                                            |                                                                                           |                     | Plan to do          | 656                                  | 64  | 31,771      | 61  |                                      |             |                          |
|                                                                                                                            |                                                                                           |                     | Done or in progress | 123                                  | 12  | 5,313       | 10  |                                      |             |                          |
|                                                                                                                            |                                                                                           |                     | Total               | 1,020                                | 100 | 51,191      | 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          | 186                                  | 18  | 9,221       | 18  | 1.7                                  | 1.7         | .06                      |
|                                                                                                                            |                                                                                           | 1                   | Very little         | 103                                  | 10  | 5,391       | 10  |                                      |             |                          |
|                                                                                                                            |                                                                                           | 2                   | Some                | 129                                  | 13  | 5,957       | 12  |                                      |             |                          |
|                                                                                                                            |                                                                                           | 3                   | Quite a bit         | 77                                   | 8   | 3,739       | 7   |                                      |             |                          |
|                                                                                                                            |                                                                                           | 4                   | Very much           | 117                                  | 12  | 4,490       | 10  |                                      |             |                          |
|                                                                                                                            |                                                                                           | —                   | Not working for pay | 407                                  | 40  | 21,889      | 42  |                                      |             |                          |
|                                                                                                                            |                                                                                           |                     | Total               | 1,019                                | 100 | 50,687      | 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 296 first-year student(s) and 167 senior(s). Responses are provided in your NSSE26 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 2026 Career & Workforce Preparation

## Frequencies and Statistical Comparisons

### University of North Carolina at Charlotte

## Seniors

|                                                                                                     |               |                     |                  | Frequency Distributions <sup>a</sup> |        |             |    | Statistical Comparisons <sup>b</sup> |             |                          |
|-----------------------------------------------------------------------------------------------------|---------------|---------------------|------------------|--------------------------------------|--------|-------------|----|--------------------------------------|-------------|--------------------------|
|                                                                                                     |               |                     |                  | UNC Charlotte                        |        | Career Prep |    | UNC Charlotte                        | Career Prep |                          |
| Item wording or description                                                                         | Variable name | Values <sup>c</sup> | Response options | Count                                | %      | Count       | %  | Mean                                 | Mean        | Effect size <sup>d</sup> |
| 1. To what extent do the following apply to you?                                                    |               |                     |                  |                                      |        |             |    |                                      |             |                          |
| a. You have a clear idea of your career plans                                                       | CWPidea       | 0                   | Not at all       | 17                                   | 4      | 1,226       | 2  | 2.9                                  | 3.0         | -.06                     |
|                                                                                                     |               | 1                   | Very little      | 28                                   | 5      | 3,321       | 6  |                                      |             |                          |
|                                                                                                     |               | 2                   | Some             | 105                                  | 22     | 11,609      | 22 |                                      |             |                          |
|                                                                                                     |               | 3                   | Quite a bit      | 174                                  | 36     | 17,496      | 32 |                                      |             |                          |
|                                                                                                     |               | 4                   | Very much        | 177                                  | 33     | 19,888      | 37 |                                      |             |                          |
|                                                                                                     |               | Total               | 501              | 100                                  | 53,540 | 100         |    |                                      |             |                          |
| b. What you are learning at this institution is relevant to your career plans                       | CWPrelevant   | 0                   | Not at all       | 5                                    | 1      | 635         | 1  | 3.1                                  | 3.2         | -.05                     |
|                                                                                                     |               | 1                   | Very little      | 19                                   | 4      | 1,653       | 3  |                                      |             |                          |
|                                                                                                     |               | 2                   | Some             | 87                                   | 18     | 9,560       | 18 |                                      |             |                          |
|                                                                                                     |               | 3                   | Quite a bit      | 181                                  | 37     | 18,188      | 34 |                                      |             |                          |
|                                                                                                     |               | 4                   | Very much        | 208                                  | 40     | 23,451      | 44 |                                      |             |                          |
|                                                                                                     |               | Total               | 500              | 100                                  | 53,487 | 100         |    |                                      |             |                          |
| c. You know where to go with questions about your career plans or further education                 | CWPquestions  | 0                   | Not at all       | 15                                   | 3      | 1,694       | 4  | 2.8                                  | 2.8         | -.04                     |
|                                                                                                     |               | 1                   | Very little      | 37                                   | 8      | 4,337       | 8  |                                      |             |                          |
|                                                                                                     |               | 2                   | Some             | 129                                  | 27     | 12,553      | 24 |                                      |             |                          |
|                                                                                                     |               | 3                   | Quite a bit      | 157                                  | 31     | 16,236      | 30 |                                      |             |                          |
|                                                                                                     |               | 4                   | Very much        | 163                                  | 31     | 18,644      | 35 |                                      |             |                          |
|                                                                                                     |               | Total               | 501              | 100                                  | 53,464 | 100         |    |                                      |             |                          |
| d. You can describe the knowledge, skills, and experiences that are necessary for your career plans | CWPdescribe   | 0                   | Not at all       | 11                                   | 2      | 619         | 1  | 3.1                                  | 3.1         | -.02                     |
|                                                                                                     |               | 1                   | Very little      | 11                                   | 2      | 1,771       | 3  |                                      |             |                          |
|                                                                                                     |               | 2                   | Some             | 78                                   | 17     | 9,399       | 18 |                                      |             |                          |
|                                                                                                     |               | 3                   | Quite a bit      | 206                                  | 42     | 20,366      | 38 |                                      |             |                          |
|                                                                                                     |               | 4                   | Very much        | 193                                  | 37     | 21,284      | 40 |                                      |             |                          |
|                                                                                                     |               | Total               | 499              | 100                                  | 53,439 | 100         |    |                                      |             |                          |
| e. You have received supportive feedback from faculty or other advisors about your career plans     | CWPfeedback   | 0                   | Not at all       | 30                                   | 6      | 3,768       | 8  | 2.6                                  | 2.6         | .01                      |
|                                                                                                     |               | 1                   | Very little      | 56                                   | 12     | 5,847       | 12 |                                      |             |                          |
|                                                                                                     |               | 2                   | Some             | 124                                  | 25     | 12,421      | 24 |                                      |             |                          |
|                                                                                                     |               | 3                   | Quite a bit      | 144                                  | 30     | 14,720      | 27 |                                      |             |                          |
|                                                                                                     |               | 4                   | Very much        | 147                                  | 27     | 16,622      | 30 |                                      |             |                          |
|                                                                                                     |               | Total               | 501              | 100                                  | 53,378 | 100         |    |                                      |             |                          |
| f. You have a mentor in your area of interest who shares a similar background as you                | CWPmentor     | 0                   | Not at all       | 94                                   | 19     | 10,069      | 21 | 2.1                                  | 2.1         | -.02                     |
|                                                                                                     |               | 1                   | Very little      | 73                                   | 15     | 7,743       | 14 |                                      |             |                          |
|                                                                                                     |               | 2                   | Some             | 129                                  | 26     | 11,627      | 21 |                                      |             |                          |
|                                                                                                     |               | 3                   | Quite a bit      | 90                                   | 19     | 10,682      | 19 |                                      |             |                          |
|                                                                                                     |               | 4                   | Very much        | 114                                  | 21     | 13,263      | 24 |                                      |             |                          |
|                                                                                                     |               | Total               | 500              | 100                                  | 53,384 | 100         |    |                                      |             |                          |
| 2. To what extent have the following influenced your career plans?                                  |               |                     |                  |                                      |        |             |    |                                      |             |                          |
| a. Advice from family or friends                                                                    | CWPfamily     | 0                   | Not at all       | 29                                   | 6      | 3,529       | 7  | 2.6                                  | 2.5         | .07                      |
|                                                                                                     |               | 1                   | Very little      | 57                                   | 11     | 6,275       | 12 |                                      |             |                          |
|                                                                                                     |               | 2                   | Some             | 131                                  | 26     | 15,007      | 28 |                                      |             |                          |
|                                                                                                     |               | 3                   | Quite a bit      | 161                                  | 33     | 15,100      | 28 |                                      |             |                          |
|                                                                                                     |               | 4                   | Very much        | 115                                  | 22     | 12,555      | 23 |                                      |             |                          |
|                                                                                                     |               | —                   | Not applicable   | 8                                    | 1      | 909         | 2  |                                      |             |                          |
| Total                                                                                               | 501           | 100                 | 53,375           | 100                                  |        |             |    |                                      |             |                          |

# NSSE 2026 Career & Workforce Preparation

## Frequencies and Statistical Comparisons

### University of North Carolina at Charlotte

## Seniors

| Item wording or description                                                                                                                                               | Variable name | Values <sup>c</sup> | Response options | Frequency Distributions <sup>a</sup> |     |             |     | Statistical Comparisons <sup>b</sup> |             |                          |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------|---------------------|------------------|--------------------------------------|-----|-------------|-----|--------------------------------------|-------------|--------------------------|
|                                                                                                                                                                           |               |                     |                  | UNC Charlotte                        |     | Career Prep |     | UNC Charlotte                        | Career Prep | Effect size <sup>d</sup> |
|                                                                                                                                                                           |               |                     |                  | Count                                | %   | Count       | %   | Mean                                 | Mean        |                          |
| b. Interactions with a faculty member                                                                                                                                     | CWPinterfac   | 0                   | Not at all       | 55                                   | 11  | 6,344       | 13  | <b>2.1</b>                           | 2.1         | -.02                     |
|                                                                                                                                                                           |               | 1                   | Very little      | 89                                   | 20  | 8,269       | 16  |                                      |             |                          |
|                                                                                                                                                                           |               | 2                   | Some             | 150                                  | 30  | 15,309      | 28  |                                      |             |                          |
|                                                                                                                                                                           |               | 3                   | Quite a bit      | 113                                  | 22  | 12,518      | 22  |                                      |             |                          |
|                                                                                                                                                                           |               | 4                   | Very much        | 81                                   | 15  | 8,992       | 16  |                                      |             |                          |
|                                                                                                                                                                           |               | —                   | Not applicable   | 13                                   | 2   | 1,935       | 4   |                                      |             |                          |
|                                                                                                                                                                           |               | Total               |                  | 501                                  | 100 | 53,367      | 100 |                                      |             |                          |
| c. Interactions with advisors, success coaches, and/or career services staff                                                                                              | CWPinteradv   | 0                   | Not at all       | 105                                  | 22  | 10,221      | 20  | <b>1.7</b>                           | 1.8         | -.05                     |
|                                                                                                                                                                           |               | 1                   | Very little      | 115                                  | 23  | 10,543      | 20  |                                      |             |                          |
|                                                                                                                                                                           |               | 2                   | Some             | 113                                  | 23  | 13,748      | 25  |                                      |             |                          |
|                                                                                                                                                                           |               | 3                   | Quite a bit      | 84                                   | 16  | 8,854       | 16  |                                      |             |                          |
|                                                                                                                                                                           |               | 4                   | Very much        | 59                                   | 12  | 6,821       | 12  |                                      |             |                          |
|                                                                                                                                                                           |               | —                   | Not applicable   | 24                                   | 4   | 3,138       | 6   |                                      |             |                          |
|                                                                                                                                                                           |               | Total               |                  | 500                                  | 100 | 53,325      | 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       | 118                                  | 24  | 12,848      | 25  | <b>1.6</b>                           | 1.6         | .00                      |
|                                                                                                                                                                           |               | 1                   | Very little      | 91                                   | 19  | 8,405       | 15  |                                      |             |                          |
|                                                                                                                                                                           |               | 2                   | Some             | 90                                   | 18  | 9,985       | 18  |                                      |             |                          |
|                                                                                                                                                                           |               | 3                   | Quite a bit      | 67                                   | 13  | 6,814       | 12  |                                      |             |                          |
|                                                                                                                                                                           |               | 4                   | Very much        | 54                                   | 10  | 5,738       | 11  |                                      |             |                          |
|                                                                                                                                                                           |               | —                   | Not applicable   | 81                                   | 15  | 9,513       | 19  |                                      |             |                          |
|                                                                                                                                                                           |               | Total               |                  | 501                                  | 100 | 53,303      | 100 |                                      |             |                          |
| e. Internship, co-op, field experience, student teaching, or clinical placement                                                                                           | CWPintern     | 0                   | Not at all       | 81                                   | 17  | 7,391       | 15  | <b>2.3</b>                           | 2.4         | -.07                     |
|                                                                                                                                                                           |               | 1                   | Very little      | 44                                   | 8   | 4,121       | 8   |                                      |             |                          |
|                                                                                                                                                                           |               | 2                   | Some             | 76                                   | 15  | 8,391       | 15  |                                      |             |                          |
|                                                                                                                                                                           |               | 3                   | Quite a bit      | 81                                   | 17  | 10,826      | 19  |                                      |             |                          |
|                                                                                                                                                                           |               | 4                   | Very much        | 121                                  | 23  | 13,436      | 24  |                                      |             |                          |
|                                                                                                                                                                           |               | —                   | Not applicable   | 96                                   | 19  | 9,085       | 19  |                                      |             |                          |
|                                                                                                                                                                           |               | Total               |                  | 499                                  | 100 | 53,250      | 100 |                                      |             |                          |
| f. Work experience (on- or off-campus job or prior employment)                                                                                                            | CWPwork       | 0                   | Not at all       | 57                                   | 12  | 4,603       | 9   | <b>2.4</b>                           | 2.6 ***     | -.17                     |
|                                                                                                                                                                           |               | 1                   | Very little      | 44                                   | 9   | 4,883       | 9   |                                      |             |                          |
|                                                                                                                                                                           |               | 2                   | Some             | 136                                  | 27  | 10,950      | 20  |                                      |             |                          |
|                                                                                                                                                                           |               | 3                   | Quite a bit      | 114                                  | 24  | 12,870      | 23  |                                      |             |                          |
|                                                                                                                                                                           |               | 4                   | Very much        | 121                                  | 23  | 16,353      | 31  |                                      |             |                          |
|                                                                                                                                                                           |               | —                   | Not applicable   | 28                                   | 6   | 3,606       | 8   |                                      |             |                          |
|                                                                                                                                                                           |               | Total               |                  | 500                                  | 100 | 53,265      | 100 |                                      |             |                          |
| g. Career fairs, workshops, or course-based exploration of career options                                                                                                 | CWPfairs      | 0                   | Not at all       | 111                                  | 22  | 12,496      | 24  | <b>1.7</b>                           | 1.6 *       | .09                      |
|                                                                                                                                                                           |               | 1                   | Very little      | 96                                   | 19  | 9,793       | 18  |                                      |             |                          |
|                                                                                                                                                                           |               | 2                   | Some             | 112                                  | 23  | 11,964      | 22  |                                      |             |                          |
|                                                                                                                                                                           |               | 3                   | Quite a bit      | 78                                   | 16  | 6,548       | 12  |                                      |             |                          |
|                                                                                                                                                                           |               | 4                   | Very much        | 57                                   | 11  | 5,149       | 10  |                                      |             |                          |
|                                                                                                                                                                           |               | —                   | Not applicable   | 47                                   | 8   | 7,289       | 15  |                                      |             |                          |
|                                                                                                                                                                           |               | Total               |                  | 501                                  | 100 | 53,239      | 100 |                                      |             |                          |

# NSSE 2026 Career & Workforce Preparation

## Frequencies and Statistical Comparisons

### University of North Carolina at Charlotte

## Seniors

|                                                                                                                          |               |                     |                  | Frequency Distributions <sup>a</sup> |        |             |    | Statistical Comparisons <sup>b</sup> |             |                          |
|--------------------------------------------------------------------------------------------------------------------------|---------------|---------------------|------------------|--------------------------------------|--------|-------------|----|--------------------------------------|-------------|--------------------------|
|                                                                                                                          |               |                     |                  | UNC Charlotte                        |        | Career Prep |    | UNC Charlotte                        | Career Prep |                          |
| Item wording or description                                                                                              | Variable name | Values <sup>c</sup> | Response options | Count                                | %      | Count       | %  | Mean                                 | Mean        | Effect size <sup>d</sup> |
| h. Expected job salary and availability                                                                                  | CWPjobsalary  | 0                   | Not at all       | 34                                   | 7      | 4,467       | 9  | 2.6                                  | 2.5 *       | .11                      |
|                                                                                                                          |               | 1                   | Very little      | 53                                   | 10     | 5,660       | 10 |                                      |             |                          |
|                                                                                                                          |               | 2                   | Some             | 121                                  | 24     | 14,668      | 27 |                                      |             |                          |
|                                                                                                                          |               | 3                   | Quite a bit      | 155                                  | 32     | 14,420      | 27 |                                      |             |                          |
|                                                                                                                          |               | 4                   | Very much        | 125                                  | 26     | 12,041      | 23 |                                      |             |                          |
|                                                                                                                          |               | —                   | Not applicable   | 11                                   | 2      | 1,989       | 4  |                                      |             |                          |
|                                                                                                                          |               | Total               | 499              | 100                                  | 53,245 | 100         |    |                                      |             |                          |
| i. Fit for your interests and abilities                                                                                  | CWPability    | 0                   | Not at all       | 5                                    | 1      | 859         | 2  | 3.1                                  | 3.2         | -.06                     |
|                                                                                                                          |               | 1                   | Very little      | 18                                   | 4      | 1,485       | 3  |                                      |             |                          |
|                                                                                                                          |               | 2                   | Some             | 82                                   | 16     | 8,006       | 15 |                                      |             |                          |
|                                                                                                                          |               | 3                   | Quite a bit      | 183                                  | 37     | 18,299      | 34 |                                      |             |                          |
|                                                                                                                          |               | 4                   | Very much        | 206                                  | 40     | 23,644      | 44 |                                      |             |                          |
|                                                                                                                          |               | —                   | Not applicable   | 4                                    | 1      | 904         | 2  |                                      |             |                          |
|                                                                                                                          |               | Total               | 498              | 100                                  | 53,197 | 100         |    |                                      |             |                          |
| j. Desire to impact or support my community                                                                              | CWPimpact     | 0                   | Not at all       | 18                                   | 4      | 1,764       | 4  | 2.8                                  | 2.9 **      | -.13                     |
|                                                                                                                          |               | 1                   | Very little      | 33                                   | 7      | 2,955       | 6  |                                      |             |                          |
|                                                                                                                          |               | 2                   | Some             | 125                                  | 26     | 10,848      | 21 |                                      |             |                          |
|                                                                                                                          |               | 3                   | Quite a bit      | 144                                  | 30     | 15,080      | 28 |                                      |             |                          |
|                                                                                                                          |               | 4                   | Very much        | 171                                  | 31     | 21,464      | 39 |                                      |             |                          |
|                                                                                                                          |               | —                   | Not applicable   | 5                                    | 1      | 1,113       | 2  |                                      |             |                          |
|                                                                                                                          |               | Total               | 496              | 100                                  | 53,224 | 100         |    |                                      |             |                          |
| k. Desire to make a difference in broader society                                                                        | CWPsociety    | 0                   | Not at all       | 17                                   | 4      | 1,787       | 4  | 2.8                                  | 3.0 *       | -.11                     |
|                                                                                                                          |               | 1                   | Very little      | 36                                   | 8      | 2,957       | 6  |                                      |             |                          |
|                                                                                                                          |               | 2                   | Some             | 115                                  | 24     | 10,728      | 21 |                                      |             |                          |
|                                                                                                                          |               | 3                   | Quite a bit      | 132                                  | 28     | 14,523      | 27 |                                      |             |                          |
|                                                                                                                          |               | 4                   | Very much        | 191                                  | 36     | 22,111      | 40 |                                      |             |                          |
|                                                                                                                          |               | —                   | Not applicable   | 5                                    | 1      | 1,168       | 2  |                                      |             |                          |
|                                                                                                                          |               | Total               | 496              | 100                                  | 53,274 | 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       | 13                                   | 3      | 1,343       | 3  | 2.8                                  | 2.8         | .05                      |
|                                                                                                                          |               | 1                   | Very little      | 26                                   | 5      | 3,700       | 7  |                                      |             |                          |
|                                                                                                                          |               | 2                   | Some             | 134                                  | 27     | 14,229      | 27 |                                      |             |                          |
|                                                                                                                          |               | 3                   | Quite a bit      | 169                                  | 34     | 17,753      | 33 |                                      |             |                          |
|                                                                                                                          |               | 4                   | Very much        | 149                                  | 30     | 15,147      | 29 |                                      |             |                          |
|                                                                                                                          |               | —                   | Not applicable   | 6                                    | 1      | 931         | 2  |                                      |             |                          |
|                                                                                                                          |               | Total               | 497              | 100                                  | 53,103 | 100         |    |                                      |             |                          |
| b. Demonstrate effective work habits (punctuality, working productively with others, time and workload management, etc.) | CWPhabits     | 0                   | Not at all       | 4                                    | 1      | 401         | 1  | 3.2                                  | 3.3 *       | -.11                     |
|                                                                                                                          |               | 1                   | Very little      | 17                                   | 3      | 1,285       | 3  |                                      |             |                          |
|                                                                                                                          |               | 2                   | Some             | 80                                   | 17     | 7,051       | 13 |                                      |             |                          |
|                                                                                                                          |               | 3                   | Quite a bit      | 159                                  | 33     | 18,003      | 33 |                                      |             |                          |
|                                                                                                                          |               | 4                   | Very much        | 234                                  | 45     | 25,914      | 49 |                                      |             |                          |
|                                                                                                                          |               | —                   | Not applicable   | 3                                    | 0      | 408         | 1  |                                      |             |                          |
|                                                                                                                          |               | Total               | 497              | 100                                  | 53,062 | 100         |    |                                      |             |                          |

# NSSE 2026 Career & Workforce Preparation

## Frequencies and Statistical Comparisons

### University of North Carolina at Charlotte

## Seniors

|                                                                                                                         |                |                     |                  | Frequency Distributions <sup>a</sup> |        |             |    | Statistical Comparisons <sup>b</sup> |             |                          |
|-------------------------------------------------------------------------------------------------------------------------|----------------|---------------------|------------------|--------------------------------------|--------|-------------|----|--------------------------------------|-------------|--------------------------|
|                                                                                                                         |                |                     |                  | UNC Charlotte                        |        | Career Prep |    | UNC Charlotte                        | Career Prep |                          |
| Item wording or description                                                                                             | Variable name  | Values <sup>c</sup> | Response options | Count                                | %      | Count       | %  | Mean                                 | Mean        | Effect size <sup>d</sup> |
| c. Network with alumni or professionals to make potential career connections                                            | CWPnetwork     | 0                   | Not at all       | 34                                   | 8      | 3,464       | 7  | 2.4                                  | 2.4         | -.01                     |
|                                                                                                                         |                | 1                   | Very little      | 74                                   | 15     | 8,018       | 16 |                                      |             |                          |
|                                                                                                                         |                | 2                   | Some             | 164                                  | 32     | 16,089      | 30 |                                      |             |                          |
|                                                                                                                         |                | 3                   | Quite a bit      | 114                                  | 23     | 12,756      | 23 |                                      |             |                          |
|                                                                                                                         |                | 4                   | Very much        | 105                                  | 21     | 11,318      | 21 |                                      |             |                          |
|                                                                                                                         |                | —                   | Not applicable   | 7                                    | 1      | 1,402       | 3  |                                      |             |                          |
|                                                                                                                         |                | Total               | 498              | 100                                  | 53,047 | 100         |    |                                      |             |                          |
| d. Communicate your knowledge, skills, and experiences to potential employers                                           | CWPcommunicate | 0                   | Not at all       | 10                                   | 2      | 826         | 2  | 2.9                                  | 2.9         | -.05                     |
|                                                                                                                         |                | 1                   | Very little      | 27                                   | 6      | 2,708       | 5  |                                      |             |                          |
|                                                                                                                         |                | 2                   | Some             | 120                                  | 25     | 12,296      | 23 |                                      |             |                          |
|                                                                                                                         |                | 3                   | Quite a bit      | 181                                  | 37     | 19,055      | 35 |                                      |             |                          |
|                                                                                                                         |                | 4                   | Very much        | 156                                  | 31     | 17,525      | 33 |                                      |             |                          |
|                                                                                                                         |                | —                   | Not applicable   | 3                                    | 0      | 585         | 1  |                                      |             |                          |
|                                                                                                                         |                | Total               | 497              | 100                                  | 52,995 | 100         |    |                                      |             |                          |
| e. Use career-specific technology (devices, programs, or tools used by those in the field)                              | CWPtech        | 0                   | Not at all       | 8                                    | 2      | 962         | 2  | 2.9                                  | 2.9         | .00                      |
|                                                                                                                         |                | 1                   | Very little      | 27                                   | 5      | 2,945       | 5  |                                      |             |                          |
|                                                                                                                         |                | 2                   | Some             | 117                                  | 23     | 12,621      | 23 |                                      |             |                          |
|                                                                                                                         |                | 3                   | Quite a bit      | 181                                  | 36     | 18,438      | 34 |                                      |             |                          |
|                                                                                                                         |                | 4                   | Very much        | 159                                  | 33     | 17,258      | 33 |                                      |             |                          |
|                                                                                                                         |                | —                   | Not applicable   | 5                                    | 1      | 786         | 2  |                                      |             |                          |
|                                                                                                                         |                | Total               | 497              | 100                                  | 53,010 | 100         |    |                                      |             |                          |
| f. Work effectively with people of other backgrounds (economic, racial/ethnic, political, religious, nationality, etc.) | CWPdiverse     | 0                   | Not at all       | 2                                    | 1      | 445         | 1  | 3.4                                  | 3.4         | -.01                     |
|                                                                                                                         |                | 1                   | Very little      | 10                                   | 2      | 921         | 2  |                                      |             |                          |
|                                                                                                                         |                | 2                   | Some             | 45                                   | 10     | 5,306       | 10 |                                      |             |                          |
|                                                                                                                         |                | 3                   | Quite a bit      | 147                                  | 31     | 16,206      | 30 |                                      |             |                          |
|                                                                                                                         |                | 4                   | Very much        | 290                                  | 56     | 29,588      | 56 |                                      |             |                          |
|                                                                                                                         |                | —                   | Not applicable   | 3                                    | 0      | 523         | 1  |                                      |             |                          |
|                                                                                                                         |                | Total               | 497              | 100                                  | 52,989 | 100         |    |                                      |             |                          |
| g. Address ethical issues you might face in your career                                                                 | CWPethics      | 0                   | Not at all       | 5                                    | 1      | 688         | 1  | 3.1                                  | 3.1         | -.04                     |
|                                                                                                                         |                | 1                   | Very little      | 12                                   | 3      | 1,772       | 3  |                                      |             |                          |
|                                                                                                                         |                | 2                   | Some             | 105                                  | 22     | 9,662       | 18 |                                      |             |                          |
|                                                                                                                         |                | 3                   | Quite a bit      | 173                                  | 35     | 18,767      | 35 |                                      |             |                          |
|                                                                                                                         |                | 4                   | Very much        | 200                                  | 39     | 21,451      | 41 |                                      |             |                          |
|                                                                                                                         |                | —                   | Not applicable   | 3                                    | 0      | 679         | 1  |                                      |             |                          |
|                                                                                                                         |                | Total               | 498              | 100                                  | 53,019 | 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            | 17                                   | 3      | 1,627       | 3  | 3.2                                  | 3.2         | .02                      |
|                                                                                                                         |                | 2                   | Sometimes        | 85                                   | 17     | 9,932       | 19 |                                      |             |                          |
|                                                                                                                         |                | 3                   | Often            | 181                                  | 38     | 18,590      | 35 |                                      |             |                          |
|                                                                                                                         |                | 4                   | Very often       | 213                                  | 42     | 22,768      | 42 |                                      |             |                          |
|                                                                                                                         |                | Total               | 496              | 100                                  | 52,917 | 100         |    |                                      |             |                          |
| b. Researched a career interest, a potential employer, or the job market                                                | CWPresearch    | 1                   | Never            | 46                                   | 9      | 7,441       | 15 | 2.8                                  | 2.7 *       | .09                      |
|                                                                                                                         |                | 2                   | Sometimes        | 154                                  | 32     | 15,589      | 29 |                                      |             |                          |
|                                                                                                                         |                | 3                   | Often            | 157                                  | 32     | 15,073      | 28 |                                      |             |                          |
|                                                                                                                         |                | 4                   | Very often       | 138                                  | 27     | 14,772      | 27 |                                      |             |                          |
|                                                                                                                         |                | Total               | 495              | 100                                  | 52,875 | 100         |    |                                      |             |                          |

# NSSE 2026 Career & Workforce Preparation

## Frequencies and Statistical Comparisons

### University of North Carolina at Charlotte

## Seniors

|                                                                                                                                                  |               |                     |                     | Frequency Distributions <sup>a</sup> |        |             |     | Statistical Comparisons <sup>b</sup> |             |                          |
|--------------------------------------------------------------------------------------------------------------------------------------------------|---------------|---------------------|---------------------|--------------------------------------|--------|-------------|-----|--------------------------------------|-------------|--------------------------|
|                                                                                                                                                  |               |                     |                     | UNC Charlotte                        |        | Career Prep |     | UNC Charlotte                        | Career Prep |                          |
| Item wording or description                                                                                                                      | Variable name | Values <sup>c</sup> | Response options    | Count                                | %      | Count       | %   | Mean                                 | Mean        | Effect size <sup>d</sup> |
| c. Learned about a career or industry from practicing professionals                                                                              | CWPpractice   | 1                   | Never               | 33                                   | 6      | 5,267       | 11  | 2.8                                  | 2.8 *       | .09                      |
|                                                                                                                                                  |               | 2                   | Sometimes           | 152                                  | 31     | 15,823      | 30  |                                      |             |                          |
|                                                                                                                                                  |               | 3                   | Often               | 164                                  | 35     | 16,448      | 30  |                                      |             |                          |
|                                                                                                                                                  |               | 4                   | Very often          | 147                                  | 28     | 15,286      | 28  |                                      |             |                          |
|                                                                                                                                                  |               | Total               | 496                 | 100                                  | 52,824 | 100         |     |                                      |             |                          |
| d. Observed employees in action at a place of work (clinics, offices, schools, etc.)                                                             | CWPobserve    | 1                   | Never               | 178                                  | 36     | 15,722      | 32  | 2.2                                  | 2.4 *       | -.10                     |
|                                                                                                                                                  |               | 2                   | Sometimes           | 114                                  | 24     | 13,126      | 24  |                                      |             |                          |
|                                                                                                                                                  |               | 3                   | Often               | 96                                   | 21     | 10,938      | 20  |                                      |             |                          |
|                                                                                                                                                  |               | 4                   | Very often          | 107                                  | 20     | 13,045      | 24  |                                      |             |                          |
|                                                                                                                                                  |               | Total               | 495                 | 100                                  | 52,831 | 100         |     |                                      |             |                          |
| e. Connected your learning to how you can impact your community and society                                                                      | CWPconnect    | 1                   | Never               | 38                                   | 8      | 3,984       | 9   | 2.8                                  | 2.9         | -.05                     |
|                                                                                                                                                  |               | 2                   | Sometimes           | 145                                  | 30     | 14,126      | 28  |                                      |             |                          |
|                                                                                                                                                  |               | 3                   | Often               | 166                                  | 34     | 17,947      | 33  |                                      |             |                          |
|                                                                                                                                                  |               | 4                   | Very often          | 146                                  | 27     | 16,834      | 31  |                                      |             |                          |
|                                                                                                                                                  |               | Total               | 495                 | 100                                  | 52,891 | 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)? <sup>1</sup> |               |                     |                     |                                      |        |             |     |                                      |             |                          |
| a. Take a career exploration, planning, or development course                                                                                    | CWPcourse     |                     | Have not decided    | 56                                   | 11     | 6,097       | 12  | 28%                                  | 26%         | .04                      |
|                                                                                                                                                  |               |                     | Do not plan to do   | 199                                  | 41     | 23,639      | 45  |                                      |             |                          |
|                                                                                                                                                  |               |                     | Plan to do          | 98                                   | 21     | 8,531       | 17  |                                      |             |                          |
|                                                                                                                                                  |               |                     | Done or in progress | 143                                  | 28     | 14,526      | 26  |                                      |             |                          |
|                                                                                                                                                  |               |                     | Total               | 496                                  | 100    | 52,793      | 100 |                                      |             |                          |
| b. Complete a career profile or self-assessment to identify occupations that match your strengths and interests                                  | CWPprofile    |                     | Have not decided    | 43                                   | 9      | 5,393       | 11  | 43%                                  | 32% ***     | .22                      |
|                                                                                                                                                  |               |                     | Do not plan to do   | 115                                  | 24     | 18,576      | 36  |                                      |             |                          |
|                                                                                                                                                  |               |                     | Plan to do          | 114                                  | 24     | 10,991      | 21  |                                      |             |                          |
|                                                                                                                                                  |               |                     | Done or in progress | 225                                  | 43     | 17,738      | 32  |                                      |             |                          |
|                                                                                                                                                  |               |                     | Total               | 497                                  | 100    | 52,698      | 100 |                                      |             |                          |
| c. Attend a talk, panel discussion, or workshop about careers                                                                                    | CWPtalk       |                     | Have not decided    | 56                                   | 11     | 5,807       | 12  | 40%                                  | 35% **      | .12                      |
|                                                                                                                                                  |               |                     | Do not plan to do   | 135                                  | 27     | 16,617      | 32  |                                      |             |                          |
|                                                                                                                                                  |               |                     | Plan to do          | 104                                  | 21     | 11,106      | 22  |                                      |             |                          |
|                                                                                                                                                  |               |                     | Done or in progress | 201                                  | 40     | 19,212      | 35  |                                      |             |                          |
|                                                                                                                                                  |               |                     | Total               | 496                                  | 100    | 52,742      | 100 |                                      |             |                          |
| d. Discuss your career interests with a faculty member                                                                                           | CWPfaculty    |                     | Have not decided    | 50                                   | 10     | 4,600       | 10  | 44%                                  | 46%         | -.04                     |
|                                                                                                                                                  |               |                     | Do not plan to do   | 92                                   | 19     | 10,345      | 21  |                                      |             |                          |
|                                                                                                                                                  |               |                     | Plan to do          | 125                                  | 26     | 11,726      | 23  |                                      |             |                          |
|                                                                                                                                                  |               |                     | Done or in progress | 230                                  | 44     | 26,077      | 46  |                                      |             |                          |
|                                                                                                                                                  |               |                     | Total               | 497                                  | 100    | 52,748      | 100 |                                      |             |                          |
| e. Interview or shadow someone in a career that you are considering                                                                              | CWPinterview  |                     | Have not decided    | 60                                   | 12     | 6,328       | 13  | 33%                                  | 35%         | -.04                     |
|                                                                                                                                                  |               |                     | Do not plan to do   | 99                                   | 21     | 12,829      | 26  |                                      |             |                          |
|                                                                                                                                                  |               |                     | Plan to do          | 161                                  | 33     | 13,486      | 26  |                                      |             |                          |
|                                                                                                                                                  |               |                     | Done or in progress | 175                                  | 33     | 20,082      | 35  |                                      |             |                          |
|                                                                                                                                                  |               |                     | Total               | 495                                  | 100    | 52,725      | 100 |                                      |             |                          |
| f. Participate in a major- or career-related co-curricular activity (student organization, professional or honor society, etc.)                  | CWPmajor      |                     | Have not decided    | 63                                   | 13     | 6,447       | 13  | 32%                                  | 35%         | -.05                     |
|                                                                                                                                                  |               |                     | Do not plan to do   | 172                                  | 36     | 18,569      | 36  |                                      |             |                          |
|                                                                                                                                                  |               |                     | Plan to do          | 91                                   | 19     | 8,486       | 17  |                                      |             |                          |
|                                                                                                                                                  |               |                     | Done or in progress | 171                                  | 32     | 19,165      | 35  |                                      |             |                          |
|                                                                                                                                                  |               |                     | Total               | 497                                  | 100    | 52,667      | 100 |                                      |             |                          |

# NSSE 2026 Career & Workforce Preparation

## Frequencies and Statistical Comparisons

### University of North Carolina at Charlotte

## Seniors

|                                                                                                                            |                                                                                           |                     |                     | Frequency Distributions <sup>a</sup> |     |             |     | Statistical Comparisons <sup>b</sup> |             |                          |
|----------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------|---------------------|---------------------|--------------------------------------|-----|-------------|-----|--------------------------------------|-------------|--------------------------|
|                                                                                                                            |                                                                                           |                     |                     | UNC Charlotte                        |     | Career Prep |     | UNC Charlotte                        | Career Prep |                          |
| Item wording or description                                                                                                | Variable name                                                                             | Values <sup>c</sup> | Response options    | Count                                | %   | Count       | %   | Mean                                 | Mean        | Effect size <sup>d</sup> |
| g. Meet with an advisor, success coach, and/or career services staff member to explore your interests and plan your future | CWPmeetstaff<br><br>(Means indicate the percentage who responded "Done or in progress.")  |                     | Have not decided    | 55                                   | 10  | 5,222       | 11  | 36%                                  | 38%         | -.04                     |
|                                                                                                                            |                                                                                           |                     | Do not plan to do   | 140                                  | 30  | 14,035      | 28  |                                      |             |                          |
|                                                                                                                            |                                                                                           |                     | Plan to do          | 120                                  | 24  | 11,864      | 23  |                                      |             |                          |
|                                                                                                                            |                                                                                           |                     | Done or in progress | 181                                  | 36  | 21,567      | 38  |                                      |             |                          |
|                                                                                                                            |                                                                                           |                     | Total               | 496                                  | 100 | 52,688      | 100 |                                      |             |                          |
| h. Get help with your résumé                                                                                               | CWPResume<br><br>(Means indicate the percentage who responded "Done or in progress.")     |                     | Have not decided    | 29                                   | 6   | 3,669       | 7   | 52%                                  | 46% *       | .11                      |
|                                                                                                                            |                                                                                           |                     | Do not plan to do   | 77                                   | 15  | 10,475      | 21  |                                      |             |                          |
|                                                                                                                            |                                                                                           |                     | Plan to do          | 129                                  | 27  | 12,702      | 25  |                                      |             |                          |
|                                                                                                                            |                                                                                           |                     | Done or in progress | 262                                  | 52  | 25,876      | 46  |                                      |             |                          |
|                                                                                                                            |                                                                                           |                     | Total               | 497                                  | 100 | 52,722      | 100 |                                      |             |                          |
| i. Participate in a mock or practice interview                                                                             | CWPmock<br><br>(Means indicate the percentage who responded "Done or in progress.")       |                     | Have not decided    | 56                                   | 12  | 6,016       | 12  | 34%                                  | 30%         | .09                      |
|                                                                                                                            |                                                                                           |                     | Do not plan to do   | 128                                  | 25  | 17,203      | 33  |                                      |             |                          |
|                                                                                                                            |                                                                                           |                     | Plan to do          | 144                                  | 29  | 12,970      | 25  |                                      |             |                          |
|                                                                                                                            |                                                                                           |                     | Done or in progress | 169                                  | 34  | 16,520      | 30  |                                      |             |                          |
|                                                                                                                            |                                                                                           |                     | Total               | 497                                  | 100 | 52,709      | 100 |                                      |             |                          |
| j. Participate in a career fair                                                                                            | CWPcareerfair<br><br>(Means indicate the percentage who responded "Done or in progress.") |                     | Have not decided    | 50                                   | 10  | 5,621       | 11  | 45%                                  | 37% ***     | .17                      |
|                                                                                                                            |                                                                                           |                     | Do not plan to do   | 100                                  | 19  | 16,512      | 31  |                                      |             |                          |
|                                                                                                                            |                                                                                           |                     | Plan to do          | 124                                  | 25  | 10,502      | 21  |                                      |             |                          |
|                                                                                                                            |                                                                                           |                     | Done or in progress | 224                                  | 45  | 20,078      | 37  |                                      |             |                          |
|                                                                                                                            |                                                                                           |                     | Total               | 498                                  | 100 | 52,713      | 100 |                                      |             |                          |
| k. Complete a paid internship                                                                                              | CWPpaid<br><br>(Means indicate the percentage who responded "Done or in progress.")       |                     | Have not decided    | 56                                   | 11  | 6,601       | 13  | 29%                                  | 30%         | -.02                     |
|                                                                                                                            |                                                                                           |                     | Do not plan to do   | 138                                  | 26  | 18,201      | 34  |                                      |             |                          |
|                                                                                                                            |                                                                                           |                     | Plan to do          | 160                                  | 34  | 11,801      | 23  |                                      |             |                          |
|                                                                                                                            |                                                                                           |                     | Done or in progress | 143                                  | 29  | 16,141      | 30  |                                      |             |                          |
|                                                                                                                            |                                                                                           |                     | Total               | 497                                  | 100 | 52,744      | 100 |                                      |             |                          |
| l. Network with alumni or professionals in a field related to your career interests                                        | CWPalumni<br><br>(Means indicate the percentage who responded "Done or in progress.")     |                     | Have not decided    | 64                                   | 13  | 6,917       | 14  | 31%                                  | 31%         | .00                      |
|                                                                                                                            |                                                                                           |                     | Do not plan to do   | 82                                   | 17  | 10,588      | 20  |                                      |             |                          |
|                                                                                                                            |                                                                                           |                     | Plan to do          | 197                                  | 39  | 18,185      | 35  |                                      |             |                          |
|                                                                                                                            |                                                                                           |                     | Done or in progress | 152                                  | 31  | 16,959      | 31  |                                      |             |                          |
|                                                                                                                            |                                                                                           |                     | Total               | 495                                  | 100 | 52,649      | 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          |                     | 79                                   | 16  | 7,565       | 14  | 2.1                                  | 2.3 **      | -.17                     |
|                                                                                                                            | 1                                                                                         | Very little         |                     | 67                                   | 13  | 5,228       | 10  |                                      |             |                          |
|                                                                                                                            | 2                                                                                         | Some                |                     | 79                                   | 16  | 8,346       | 15  |                                      |             |                          |
|                                                                                                                            | 3                                                                                         | Quite a bit         |                     | 57                                   | 11  | 6,948       | 13  |                                      |             |                          |
|                                                                                                                            | 4                                                                                         | Very much           |                     | 103                                  | 20  | 13,136      | 25  |                                      |             |                          |
|                                                                                                                            | —                                                                                         | Not working for pay |                     | 110                                  | 23  | 11,279      | 22  |                                      |             |                          |
|                                                                                                                            |                                                                                           | Total               |                     | 495                                  | 100 | 52,502      | 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 296 first-year student(s) and 167 senior(s). Responses are provided in your NSSE26 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 2026 Career & Workforce Preparation

## Detailed Statistics<sup>e</sup>

### University of North Carolina at Charlotte

## First-Year Students

| Variable<br>name | N             | Mean          |             | Standard error <sup>f</sup> |             | Standard<br>deviation <sup>g</sup> |             | DF <sup>h</sup>                  | Sig. <sup>i</sup> | Effect<br>size <sup>d</sup> |
|------------------|---------------|---------------|-------------|-----------------------------|-------------|------------------------------------|-------------|----------------------------------|-------------------|-----------------------------|
|                  | UNC Charlotte | UNC Charlotte | Career Prep | UNC Charlotte               | Career Prep | UNC Charlotte                      | Career Prep | Comparisons with:<br>Career Prep |                   |                             |
|                  |               |               |             |                             |             |                                    |             |                                  |                   |                             |
| CWPidea          | 1,039         | 2.86          | 2.84        | .030                        | .004        | .96                                | 1.02        | 1,082                            | .493              | .02                         |
| CWPrelevant      | 1,041         | 3.10          | 3.07        | .028                        | .004        | .89                                | .90         | 1,080                            | .299              | .03                         |
| CWPquestions     | 1,037         | 2.81          | 2.81        | .030                        | .004        | .98                                | 1.05        | 1,081                            | .959              | .00                         |
| CWPdescribe      | 1,037         | 2.89          | 2.86        | .028                        | .004        | .90                                | .94         | 1,079                            | .292              | .03                         |
| CWPfeedback      | 1,039         | 2.47          | 2.47        | .036                        | .005        | 1.17                               | 1.20        | 1,080                            | .899              | .00                         |
| CWPmentor        | 1,035         | 1.88          | 1.97        | .042                        | .006        | 1.37                               | 1.40        | 1,076                            | .035              | -.06                        |
| CWPfamily        | 1,025         | 2.52          | 2.52        | .036                        | .005        | 1.16                               | 1.15        | 1,063                            | .798              | -.01                        |
| CWPinterfac      | 987           | 1.83          | 1.87        | .039                        | .005        | 1.23                               | 1.24        | 1,025                            | .303              | -.03                        |
| CWPinteradvis    | 983           | 1.80          | 1.81        | .040                        | .006        | 1.25                               | 1.27        | 1,022                            | .857              | -.01                        |
| CWPcocurr        | 908           | 1.64          | 1.63        | .044                        | .006        | 1.33                               | 1.34        | 944                              | .793              | .01                         |
| CWPintern        | 765           | 1.76          | 1.69        | .051                        | .007        | 1.41                               | 1.40        | 794                              | .130              | .06                         |
| CWPwork          | 894           | 2.06          | 2.01        | .046                        | .007        | 1.38                               | 1.40        | 929                              | .285              | .04                         |
| CWPfairs         | 906           | 1.76          | 1.64        | .042                        | .006        | 1.27                               | 1.28        | 942                              | .006              | .09                         |
| CWPjobsalary     | 1,002         | 2.55          | 2.41        | .036                        | .005        | 1.13                               | 1.21        | 1,046                            | .000              | .12                         |
| CWPability       | 1,026         | 3.12          | 3.10        | .028                        | .004        | .91                                | .95         | 1,069                            | .498              | .02                         |
| CWPimpact        | 1,023         | 2.83          | 2.87        | .034                        | .005        | 1.08                               | 1.10        | 1,064                            | .195              | -.04                        |
| CWPsociety       | 1,026         | 2.85          | 2.88        | .035                        | .005        | 1.11                               | 1.11        | 1,064                            | .520              | -.02                        |
| CWPobstacle      | 1,022         | 2.77          | 2.77        | .030                        | .004        | .95                                | .96         | 1,062                            | .904              | .00                         |
| CWP habits       | 1,026         | 2.99          | 3.01        | .028                        | .004        | .91                                | .93         | 1,066                            | .486              | -.02                        |
| CWPnetwork       | 1,006         | 2.28          | 2.27        | .036                        | .005        | 1.13                               | 1.15        | 1,046                            | .791              | .01                         |
| CWPcommunicate   | 1,020         | 2.68          | 2.67        | .032                        | .004        | 1.03                               | 1.02        | 1,058                            | .848              | .01                         |
| CWPtech          | 1,018         | 2.77          | 2.69        | .031                        | .005        | .99                                | 1.04        | 1,060                            | .011              | .08                         |
| CWPdiverse       | 1,023         | 3.24          | 3.24        | .027                        | .004        | .88                                | .88         | 1,063                            | .896              | .00                         |
| CWPethics        | 1,025         | 2.95          | 2.93        | .029                        | .004        | .94                                | .97         | 1,067                            | .392              | .03                         |
| CWPanalyze       | 1,025         | 2.78          | 2.81        | .028                        | .004        | .90                                | .90         | 1,064                            | .286              | -.03                        |
| CWPresearch      | 1,024         | 2.60          | 2.46        | .030                        | .004        | .96                                | 1.01        | 1,066                            | .000              | .13                         |
| CWPpractice      | 1,019         | 2.57          | 2.51        | .030                        | .004        | .97                                | .99         | 1,059                            | .035              | .07                         |
| CWPobserve       | 1,022         | 2.13          | 2.10        | .034                        | .005        | 1.08                               | 1.08        | 1,060                            | .347              | .03                         |
| CWPconnect       | 1,025         | 2.67          | 2.66        | .029                        | .004        | .92                                | .93         | 1,064                            | .711              | .01                         |

# NSSE 2026 Career & Workforce Preparation

## Detailed Statistics<sup>e</sup>

### University of North Carolina at Charlotte

#### First-Year Students

| Variable<br>name | N    | Mean          |             | Standard error <sup>f</sup> |             | Standard<br>deviation <sup>g</sup> |             | DF <sup>h</sup>   | Sig. <sup>i</sup> | Effect<br>size <sup>d</sup> |
|------------------|------|---------------|-------------|-----------------------------|-------------|------------------------------------|-------------|-------------------|-------------------|-----------------------------|
|                  |      | UNC Charlotte | Career Prep | UNC Charlotte               | Career Prep | UNC Charlotte                      | Career Prep | Comparisons with: |                   |                             |
|                  |      |               |             |                             |             |                                    |             | Career Prep       |                   |                             |
| CWPcourse        | 1026 | 17%           | 13%         | .012                        | .001        | --                                 | --          | --                | .000              | .10                         |
| CWPprofile       | 1024 | 31%           | 21%         | .014                        | .002        | --                                 | --          | --                | .000              | .23                         |
| CWPtalk          | 1021 | 24%           | 18%         | .013                        | .002        | --                                 | --          | --                | .000              | .15                         |
| CWPfaculty       | 1018 | 28%           | 27%         | .014                        | .002        | --                                 | --          | --                | .208              | .04                         |
| CWPinterview     | 1024 | 17%           | 14%         | .012                        | .001        | --                                 | --          | --                | .002              | .09                         |
| CWPmajor         | 1024 | 21%           | 18%         | .013                        | .002        | --                                 | --          | --                | .004              | .09                         |
| CWPmeetstaff     | 1021 | 26%           | 25%         | .014                        | .002        | --                                 | --          | --                | .443              | .02                         |
| CWPresume        | 1023 | 35%           | 23%         | .015                        | .002        | --                                 | --          | --                | .000              | .27                         |
| CWPmock          | 1021 | 15%           | 12%         | .011                        | .001        | --                                 | --          | --                | .010              | .08                         |
| CWPcareerfair    | 1024 | 26%           | 20%         | .014                        | .002        | --                                 | --          | --                | .000              | .15                         |
| CWPpaid          | 1021 | 8%            | 6%          | .009                        | .001        | --                                 | --          | --                | .021              | .07                         |
| CWPalumni        | 1021 | 12%           | 10%         | .010                        | .001        | --                                 | --          | --                | .023              | .07                         |
| CWPworkpay       | 616  | 1.75          | 1.67        | .060                        | .008        | 1.49                               | 1.46        | 639               | .178              | .06                         |

## Seniors

|                | 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> |
|----------------|---------------|---------------|-------------|---------------|-----------------------------|---------------|---------------------------------|----------------------------------|-----------------|-------------------|--------------------------|
| Variable name  | UNC Charlotte | UNC Charlotte | Career Prep | UNC Charlotte | Career Prep                 | UNC Charlotte | Career Prep                     | Comparisons with:<br>Career Prep |                 |                   |                          |
| CWPidea        | 497           | 2.90          | 2.96        | .047          | .004                        | 1.04          | 1.03                            | 505                              | .208            | -.06              |                          |
| CWPrelevant    | 496           | 3.11          | 3.15        | .040          | .004                        | .90           | .92                             | 504                              | .264            | -.05              |                          |
| CWPquestions   | 497           | 2.80          | 2.84        | .048          | .005                        | 1.06          | 1.10                            | 506                              | .403            | -.04              |                          |
| CWPdescribe    | 496           | 3.10          | 3.11        | .040          | .004                        | .89           | .90                             | 504                              | .706            | -.02              |                          |
| CWPfeedback    | 497           | 2.60          | 2.59        | .053          | .005                        | 1.17          | 1.25                            | 506                              | .882            | .01               |                          |
| CWPmentor      | 496           | 2.09          | 2.11        | .063          | .006                        | 1.39          | 1.46                            | 504                              | .684            | -.02              |                          |
| CWPfamily      | 490           | 2.57          | 2.48        | .051          | .005                        | 1.13          | 1.19                            | 499                              | .110            | .07               |                          |
| CWPinterfac    | 487           | 2.10          | 2.13        | .056          | .005                        | 1.23          | 1.27                            | 495                              | .628            | -.02              |                          |
| CWPinteradvis  | 475           | 1.71          | 1.78        | .060          | .006                        | 1.32          | 1.31                            | 483                              | .264            | -.05              |                          |
| CWPcocurr      | 423           | 1.61          | 1.61        | .066          | .007                        | 1.36          | 1.39                            | 430                              | .974            | .00               |                          |
| CWPintern      | 401           | 2.25          | 2.35        | .075          | .007                        | 1.50          | 1.46                            | 407                              | .193            | -.07              |                          |
| CWPwork        | 468           | 2.40          | 2.62        | .059          | .006                        | 1.28          | 1.30                            | 476                              | .000            | -.17              |                          |
| CWPfairs       | 456           | 1.72          | 1.60        | .062          | .006                        | 1.33          | 1.33                            | 464                              | .045            | .09               |                          |
| CWPjobsalary   | 484           | 2.61          | 2.48        | .053          | .005                        | 1.18          | 1.22                            | 493                              | .017            | .11               |                          |
| CWPability     | 489           | 3.13          | 3.18        | .041          | .004                        | .91           | .93                             | 497                              | .216            | -.06              |                          |
| CWPimpact      | 486           | 2.79          | 2.94        | .049          | .005                        | 1.09          | 1.10                            | 494                              | .003            | -.13              |                          |
| CWPsociety     | 487           | 2.85          | 2.97        | .050          | .005                        | 1.11          | 1.11                            | 495                              | .021            | -.11              |                          |
| CWPobstacle    | 486           | 2.84          | 2.79        | .046          | .004                        | 1.00          | 1.03                            | 494                              | .276            | .05               |                          |
| CWP habits     | 490           | 3.19          | 3.28        | .041          | .004                        | .90           | .85                             | 497                              | .021            | -.11              |                          |
| CWPnetwork     | 488           | 2.36          | 2.37        | .054          | .005                        | 1.20          | 1.19                            | 496                              | .808            | -.01              |                          |
| CWPcommunicate | 491           | 2.89          | 2.94        | .044          | .004                        | .97           | .97                             | 498                              | .237            | -.05              |                          |
| CWPtech        | 489           | 2.94          | 2.93        | .044          | .004                        | .97           | .99                             | 497                              | .935            | .00               |                          |
| CWPdiverse     | 491           | 3.40          | 3.40        | .037          | .003                        | .81           | .82                             | 498                              | .808            | -.01              |                          |
| CWPethics      | 491           | 3.08          | 3.12        | .041          | .004                        | .91           | .93                             | 499                              | .320            | -.04              |                          |
| CWPanalyze     | 491           | 3.18          | 3.16        | .037          | .004                        | .83           | .85                             | 499                              | .674            | .02               |                          |
| CWPresearch    | 490           | 2.76          | 2.68        | .043          | .004                        | .95           | 1.03                            | 500                              | .040            | .09               |                          |
| CWPpractice    | 491           | 2.84          | 2.75        | .041          | .004                        | .90           | .98                             | 501                              | .034            | .09               |                          |
| CWPobserve     | 490           | 2.25          | 2.36        | .052          | .005                        | 1.14          | 1.16                            | 498                              | .033            | -.10              |                          |
| CWPconnect     | 491           | 2.81          | 2.86        | .042          | .004                        | .93           | .95                             | 499                              | .235            | -.05              |                          |

# NSSE 2026 Career & Workforce Preparation

## Detailed Statistics<sup>e</sup>

### University of North Carolina at Charlotte

## 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> |
|---------------|---------------|---------------|-------------|-----------------------------|-------------|---------------------------------|-------------|----------------------------------|-------------------|--------------------------|
|               | UNC Charlotte | UNC Charlotte | Career Prep | UNC Charlotte               | Career Prep | UNC Charlotte                   | Career Prep | Comparisons with:<br>Career Prep |                   |                          |
| CWPcourse     | 492           | 28%           | 26%         | .020                        | .002        | --                              | --          | --                               | .434              | .04                      |
| CWPprofile    | 493           | 43%           | 32%         | .022                        | .002        | --                              | --          | --                               | .000              | .22                      |
| CWPtalk       | 491           | 40%           | 35%         | .022                        | .002        | --                              | --          | --                               | .008              | .12                      |
| CWPfaculty    | 493           | 44%           | 46%         | .022                        | .002        | --                              | --          | --                               | .371              | -.04                     |
| CWPinterview  | 491           | 33%           | 35%         | .021                        | .002        | --                              | --          | --                               | .343              | -.04                     |
| CWPmajor      | 493           | 32%           | 35%         | .021                        | .002        | --                              | --          | --                               | .287              | -.05                     |
| CWPmeetstaff  | 492           | 36%           | 38%         | .022                        | .002        | --                              | --          | --                               | .417              | -.04                     |
| CWPresume     | 492           | 52%           | 46%         | .023                        | .002        | --                              | --          | --                               | .019              | .11                      |
| CWPmock       | 493           | 34%           | 30%         | .021                        | .002        | --                              | --          | --                               | .055              | .09                      |
| CWPcareerfair | 493           | 45%           | 37%         | .022                        | .002        | --                              | --          | --                               | .000              | .17                      |
| CWPpaid       | 493           | 29%           | 30%         | .020                        | .002        | --                              | --          | --                               | .709              | -.02                     |
| CWPalumni     | 490           | 31%           | 31%         | .021                        | .002        | --                              | --          | --                               | .993              | .00                      |
| CWPworkpay    | 377           | 2.07          | 2.32        | .077                        | .007        | 1.49                            | 1.49        | 382                              | .001              | -.17                     |

---

## 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..
- 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.

### 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.