

Thank you for participating in the 2026 NACE Student Survey

Thank you for participating in the 2026 NACE Student Survey! The survey will ask about your use of career services and questions related to college recruiting, internships, jobs, and your employment preferences.

The survey should take about 10-15 minutes to complete **depending on which questions you are shown** based on the answers you provide. **All questions are optional, except two** that qualify you for the survey. The survey window will be open until on or about May 15th, 2026.

Please remember to enter a permanent email address if you would like to enter the drawings for four (4) prizes of \$500. We've drawn winners in the past who gave defunct email addresses, and we've had to award the prize to someone else. So don't forget to enter a permanent email address and good luck in the cash drawings!

All currently enrolled students, aged 18 and over, are eligible to enter the drawing.

Do you consent to participate in this research study?

- Yes, I consent.
- No, I do not consent and would like to end my participation now.

Enrollment

Enrollment Status

Are you currently enrolled in a 2-year associate's, 4-year bachelor's, master's, and/or doctoral degree program?

- Yes
- No

When are you scheduled to earn your degree?

- I will earn my degree BY June 30, 2026
- I will earn my degree AFTER June 30, 2026

What type of program are you enrolled in?

- My program is fully online
- I go to classes in person and online
- I only go to classes in person

Program of Study

Program of Study

What college/university do you **currently** attend?

- Please start typing the name of your school in the box below and select the option that best describes your school and/or campus.
- Abbreviations cannot be accepted unfortunately.

At what degree/class year are you currently enrolled?

What is your major?

- Please start typing your major in the box below and select the one that best describes it.
- If you do not see your exact major title, please select the closest option from the dropdown menu.

Career Fairs

Career Fairs

Did you attend a career fair in the past year?

- Yes
- No

As a result of attending a career fair, did you receive an interview and/or job offer from an organization you spoke

with at the fair?

Yes

No

An interview

A job offer

Experiential Learning

Experiential Learning

For this section of questions, "experiential learning" refers to college work experiences including:

- Internships & Co-ops
- On-campus student workers
- Student teaching, nursing, & other practicum experiences
- Micro-internships
- Externships
- Apprenticeships
- Faculty-led research projects

Have you participated in ANY experiential learning opportunity **since starting college**?

Yes

No

How many experiential learning opportunities have you engaged in during your college career?

Of these experiential learning opportunities, how many were specifically internships?

Have you participated in ANY experiential learning opportunity **in the past year**?

Yes

No

Which of the following best describes your most recent

experiential learning opportunity?

- Internship
- Co-op
- Practicum experience (e.g., nursing, student teaching, or other clinical experience)
- Micro-internship
- Externship
- On-campus student work
- Apprenticeship
- Job Shadowing
- Faculty-led research projects
- Other (please specify:)

Which of the following best describes the type of employer for **your most recent** experiential learning opportunity?

- Private, for-profit
- Non-profit
- State or local government
- Federal government
- Your college / university

How large of a company was your experiential learning employer?

- Please note: Please provide your best guess if you don't know the actual number of employees

- Small (1 - 100 employees)
- Medium (101 - 1,000 employees)
- Large (1,001 - 5,000 employees)
- Very large (more than 5,000 employees)

In which industry was your experiential learning opportunity?

- Accounting
- Architectural, engineering, and related services (e.g., civil, mechanical, electrical, drafting services, etc.)
- Business Services (e.g., waste management, credit bureaus, security, travel services, etc.)
- Computer programming / Coding, Data Science
- Construction
- Education & Educational Services (e.g., teaching, related service providers, etc.)
- Finance, Insurance, & Real estate
- Government & Public Administration (e.g., justice, courts, legislative, gov't agencies, urban planning, nat'l security, etc.)
- Healthcare & Social Assistance (e.g., nursing, counseling, etc.)

- Information Services (e.g., publishing, broadcasting, telecommunications, library, computing infrastructure, etc.)
- Leisure & Hospitality (e.g. sports, museums, fine arts, hospitality, restaurants, food services, etc.)
- Manufacturing (e.g., auto, pharmaceutical, food, beverage, etc.)
- Marketing, Advertising, & Graphic Design (e.g., public relations, promotions, etc.)
- Natural Resources & Mining (e.g., Oil & gas extraction, agriculture, forestry, etc.)
- Professional, Scientific, and Technical Services (e.g., scientific research, legal services, Human Resources, management consulting, veterinarians, etc.)
- Trade, Transportation, & Utilities (e.g., retail, wholesale trade, warehousing, etc.)
- Other services (e.g., auto repair, electronics repair, personal care services, religious organizations, civic and social

Was your **most recent** experiential learning activity in-person, virtual, or hybrid?

- In-person
- Virtual
- Hybrid (both in-person and virtual)

Were you **paid** for the experiential learning opportunity?

- Yes

No

Was the payment through your school or your experiential learning employer?

Your school/institution

Your experiential learning employer

Other (please specify:)

Why was the experiential learning opportunity unpaid?

School does not allow for pay when enrolled in credit bearing experiential learning

The organization does not pay

It was a volunteer shadow / experiential opportunity

It was a practicum experience

Other (please specify:)

Overall, how **satisfied** were you with your most recent experiential learning experience?

Not at all satisfied

- A little satisfied
- Somewhat satisfied
- Very satisfied
- Extremely satisfied

How much do you agree with the following statements:

	Strongly Disagree	Disagree	Neither Agree or Disagree	Agree	Strongly Agree
After my work experience, I want a career in this industry.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I wanted to remain at the organization in a full-time position after the work experience was done.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

What competencies and skills did you develop in your experiential learning opportunity?

- Please select all that apply.

- Teamwork
- Career & Self-development
- Professionalism
- Technology skills (excluding AI)
- Leadership

- Critical Thinking
- AI-related skills
- Communication
- Industry-specific skills
- Other (please specify:)
- None of the above

If you were offered a full-time position with your experiential learning employer, with competitive wages/benefits, **how likely are you to accept the offer?**

- Extremely unlikely
- Somewhat unlikely
- Neither likely nor unlikely
- Somewhat likely
- Extremely likely

Did you **receive a job offer** from your most recent experiential learning employer?

- Yes
- No

Experiential Learning 2

In the past 12 months, did you want to participate in any experiential learning opportunity?

- Yes
- No
- Not sure

Which of the following reasons were an obstacle to finding any experiential learning opportunity?

- Please select all that apply.

- Wasn't selected for experiential learning opportunity that I applied to
- Lack of opportunities in my field
- Experiential learning opportunity was unpaid
- Course load at school was too heavy
- Needed to work at current job
- Insufficient pay offered
- Not sure how to find an experiential learning opportunity
- Lack of childcare
- Lack of transportation
- Other (please specify:)

Career Preparation

How well do you think your institution has prepared you for the next step after earning your degree (e.g., beginning your career, pursuing graduate school, etc.)?

- Not well at all
- Slightly well
- Moderately well
- Very well
- Extremely well

Skills-based hiring

Have you heard the term “Skills Based Hiring,” a method employers use to evaluate candidates for entry level jobs?

- Yes
- No
- Not sure

Job Search and Job Offers

Transition to Post-graduation Life

Immediately after graduation, I plan to:

- Please select all that apply.

- Continue my education as a full-time student at the next degree level (e.g., transferring to 4-year school, graduate school)
- Work in traditional full-time employment
- Work in traditional part-time employment
- Begin my own business
- Pursue an Internship/Fellowship
- Enter the Military
- Take some time off (to travel, etc.)
- Freelance / gig economy
- Not sure

Have you actively looked for a full-time job in the past 12 months?

- Yes
- No
- No, I currently have a full-time job which I plan to continue

How many months before your anticipated (or actual) graduation did you begin your active search for a full-time job?

Which of the following resources did you use to search for jobs and/or research employers?

- Please select all that apply.

- Employer websites
- Job Search Websites
- Alumni
- AI job search platforms
- Employer information presentations on campus (or virtually)
- Employer representatives on campus
- Faculty members
- I did not use any of these resources

Have you used AI tools (e.g., ChatGPT, Claude, JobScan, etc.) to assist with your job search?

Yes

No

How would you describe the use of AI in your current job search?

- Please select all that apply.

I asked AI for career advice

I created an AI bot/agent search for jobs, create application materials, and/or apply to job automatically

I created an AI bot to organize my job search

I used AI to conduct mock interviews/interview prep

I used AI to edit my materials after they were drafted (e.g., resume/cover letter, etc.)

I use AI to research jobs

I used AI to draft my job materials (e.g., resume/cover letter, etc.)

Other (please specify:)

What are the reasons why you are not using AI in your job search?

- Please select all that apply.

- Concerned about ethical implications (e.g., copyright infringement, plagiarism, etc.)
- Negative environmental impact
- Our college has banned the use of AI on campus
- Lack of expertise using AI
- Never considered using it / did not need it
- Concerned the prospective employer would know I was using AI and I would be penalized
- I would rather do it myself
- Concerned about AI collecting my personal data
- Not accurate / reliable / helpful enough
- Other (please specify:)

Have you created a resume?

- Yes
- No

Which of the following have you included on your resume?

- Skills you have gained in your academic classes
- Skills you have gained in co-curricular experiences (e.g., athletics, student clubs, etc.)

- Skills you've gained in internships / experiential education opportunities
- Assignments you have completed in your academic classes
- AI skills

How are you showing AI proficiency in your resume / cover letter / portfolio?

- Please select all that apply.

- I list specific AI tools I know how to use
- I describe projects where I used AI
- I include AI-related coursework or certifications
- I share a portfolio with examples of AI work
- I mention AI skills in my cover letter
- I talk about AI skills in interviews, but not in my application materials
- Other (please specify)

Have you **applied** for a full-time job to begin after graduation?

- Yes
- No

How many jobs have you applied to?

Have you received **any full-time** job offers?

- Yes
- No

How many full-time job offers have you received?

Have you **accepted** a full-time job that you will begin after graduation?

- Yes
- No

When did you accept your offer?

- Summer 2025
- Fall 2025
- Winter 2025-26
- Spring 2026

Which one of the following industries best represents your employer?

- Accounting
- Architectural, engineering, and related services (e.g., civil, mechanical, electrical, drafting services, etc.)
- Business Services (e.g., waste management, credit bureaus, security, travel services, etc.)
- Computer programming / Coding, Data Science
- Construction
- Education & Educational Services (e.g., teaching, related service providers, etc.)
- Finance, Insurance, & Real estate
- Government & Public Administration (e.g., justice, courts, legislative, gov't agencies, urban planning, nat'l security, etc.)
- Healthcare & Social Assistance (e.g., nursing, counseling, etc.)
- Information Services (e.g., publishing, broadcasting, telecommunications, library, computing infrastructure, etc.)
- Leisure & Hospitality (e.g. sports, museums, fine arts, hospitality, restaurants, food services, etc.)
- Manufacturing (e.g., auto, pharmaceutical, food, beverage, etc.)
- Marketing, Advertising, & Graphic Design (e.g., public relations, promotions, etc.)

- Natural Resources & Mining (e.g., Oil & gas extraction, agriculture, forestry, etc.)
- Professional, Scientific, and Technical Services (e.g., scientific research, legal services, Human Resources, management consulting, veterinarians, etc.)
- Trade, Transportation, & Utilities (e.g., retail, wholesale trade, warehousing, etc.)
- Other services (e.g., auto repair, electronics repair, personal care services, religious organizations, civic and social

What will be your starting annual salary?

To what extent do you agree with the following question:

My degree is relevant to the job position that I have accepted.

- Strongly disagree
- Somewhat disagree
- Neither agree nor disagree
- Somewhat agree
- Strongly agree

Why have you not yet accepted an offer of full-time employment?

- Please select all that apply.

- Going to graduate school instead.
- I am waiting to see if I can get a better offer.
- The job(s) is not in a preferable location.
- The job(s) does not match my career aspirations.
- The salary is insufficient.
- The benefits package is insufficient.
- The job(s) would be difficult to complete with my current family obligations (e.g. inflexible schedule, lack of day care).
- The job did not match my preferred modality of work (i.e. in person, fully remote, or hybrid).
- Other (please specify briefly):

Labor Market

How optimistic are you about your job prospects after graduation?

- Very pessimistic

- Somewhat pessimistic
- Neither pessimistic or optimistic
- Somewhat optimistic
- Very optimistic

Have you researched any labor market information about fields or industries you are interested in entering?

- Yes
- No
- Not yet, but I'm planning to do this

AI Effect on Career Outlook

Have you changed or considered changing your major during college?

- Yes
- I haven't changed it yet, but I am going to
- No, but I'm considering it
- No, I will not change my major
- I have not yet declared a major

Why are you changing your major?

- Please select all that apply.

- I had an internship in my field and did not enjoy the work or environment
- I learned the salary in my chosen career would not offer economic security
- I do not think there will be enough job opportunities in my field
- I learned of new career opportunities in my classes that interest me more
- I learned about workplace culture in my field and did not feel it was a fit for me
- I am concerned about the impact that AI will have on my field
- I am not interested in the further education needed for that profession
- I cannot afford the further education needed for that profession
- Other (please specify:)

Who do you turn to for career advice?

- Please select all that apply.

- My Family
- The career center staff
- My internship/experiential learning employer
- AI chat bots (like ChatGPT, Claude, Gemini, etc.)
- My work supervisors / colleagues
- My religious leader

- My professors / instructors
- Other college/university student support staff (academic advisors, resident advisors, counselors, etc.)
- Social media influencers
- My friends
- Other (please specify:)

Career Readiness

Career Readiness

The following question asks you about important skills and abilities in the workplace. These are definitions for the terms:

AI Skills

A combination of technical, ethical, and durable skills leveraged to understand, develop, and effectively apply artificial intelligence technologies in the workplace.

Career & Self-development

Proactively develop oneself and one's career through continual personal and professional learning, awareness of one's strengths and weaknesses, navigation of career

opportunities, and networking to build relationships within and without one's organization.

Communication

Clearly and effectively exchange information, ideas, facts, and perspectives with persons inside and outside of an organization.

Critical Thinking

Identify and respond to needs based upon an understanding of situational context and logical analysis of relevant information.

Leadership

Recognize and capitalize on personal and team strengths to achieve organizational goals.

Professionalism

Knowing work environments differ greatly, understand and demonstrate effective work habits, and act in the interest of the larger community and workplace.

Teamwork

Build and maintain collaborative relationships to work effectively toward common goals, while appreciating diverse viewpoints and shared responsibilities.

Technology

Understand and leverage technologies ethically to enhance efficiencies, complete tasks, and accomplish goals.

Please rate how PROFICIENT you are in these areas:

	Not at all proficient	Not very proficient	Somewhat proficient	Very proficient	Extremely proficient
Leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Career & Self-development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Technology	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
AI Skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Teamwork	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Critical Thinking	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Professionalism	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Communication	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

AI Skills

How important do you think having skills to use AI (e.g., asking effective questions / structuring prompts, checking

AI's answers, evaluating for bias, etc.) will be to your future career?

- Not at all important
- A little important
- Somewhat important
- Very important
- Extremely important

What set of skills do you think will be most **valuable** in the workplace?

- Please select all that apply.

- Critical Thinking
- Professionalism
- Teamwork
- Leadership
- Communication
- Career and Self-development
- AI Skills
- Technology skills in general
- Other (please specify:)

How would you describe your preparedness to use AI in the workplace?

- Very unprepared
- Somewhat unprepared
- Somewhat prepared
- Very prepared

Are you building AI skills for your future job?

- Yes
- No
- Not yet but I'm planning on it

Do you feel your classes are preparing you to work with AI in your career?

- Not preparing me at all
- Preparing me a little
- Preparing me moderately
- Preparing me well
- Preparing me very well

Have you taken a workshop or had other instruction provided by your college / university on how to use AI as an assistive tool?

- Yes
- No

Recruiting

Recruiting Events

Recruiting events are generally defined as events in which a recruiter communicates with potential job candidates.

In which of the following recruiting events have you participated in the past 12 months?

- Please select all that apply.

- Coffee chats
- Facility tours
- Employer information / "Ask me anything" (AMA) sessions
- Meet & greet networking events
- Employer Presentations
- Career fairs

- Webinars
- I did not attend any of these recruiting events
- Other (please specify:)

Career Services

Career Center Services

Have you used the Career Center (either in-person or virtually) at your institution?

- Online / Virtual visits are defined as scheduled appointments with career center staff and/or using the career center website resources.

- Yes
- No

Between July 1, 2025 and the present, how many times did you visit the career center?

- Please include visits both in person and online.

- Online visits are defined as scheduled appointments with career center staff and/or using the career center website resources.

- Once
- Once per semester
- 2 or 3 times per semester
- 4 or more times per semester

Which of the following career center services did you use?

- Career or employment workshops
- Interview preparation sessions
- Resume / cover letter assistance
- Using career center job listings
- Preparation for career/networking event
- Career assessments
- Internship / co-op search assistance
- Researching a potential employer
- Job search assistance
- Career skills testing
- Individual career counseling / coaching

Job Attributes

Please select **up to the top 5 most important employee benefits** to you.

- Ability to work from home
- Tuition reimbursement for advanced education
- Family-friendly benefits (e.g. adoption leave, elder care, family leave, etc.)
- Dental insurance
- More than 2 weeks vacation/paid time off in the FIRST year of work
- Bonus plan
- Life insurance
- Casual dress policy
- Flextime policy
- On-site day care facilities
- Company-matched 401(k) retirement program
- Employee assistance (counseling) program
- Frequent performance reviews
- 100% employer-paid medical insurance
- Guaranteed annual salary increases

Please select **up to the top 5 most important attributes** when choosing among potential employers.

- The opportunity to develop applied skills (e.g. communication, leadership, teamwork)
- There are friendly coworkers
- Organization is large sized business

- Organization allows me to integrate my work and family responsibilities effectively
- Organization offers a high starting salary
- Organization offers the opportunity for self expression and creativity
- Organization has a well-recognized name/brand/image
- Organization has a reputation for innovation
- Employer has a clear agenda of corporate social responsibility
- Organization offers the opportunity for career growth / advancement
- Organization has a good insurance/benefits package
- Employer creates sustainable products and/or has sustainable operations
- Organization embraces inclusion
- The organization is located in a diverse and tolerant community
- The opportunity to develop skills specific to the job
- Organization is a small / medium sized business
- Organization provides me the ability to improve my community/country/world
- The organization is located close to my home
- Organization offers job security

Personal Demographics

Personal Demographic Information

The following questions ask you to share different aspects of your personal demographic information. Your responses to questions on the survey will be combined with other

people's responses and then broken down by various categories such as disability and veteran's status. Your personal information will **NEVER** be shared with anyone. Thank you in advance for completing this section of the survey.

What is your gender? (Optional)

- Prefer not to respond
- Man
- Non-binary
- Woman

Which of the following categories would you use to best describe yourself? (Optional)

- Prefer not to respond
- Asian
- Black
- Hispanic or Latinx
- International student with non-immigrant (visa) status in the U.S.
- Multiracial
- Native Hawaiian or Other Pacific Islander
- Native American or Native Alaskan

White

A race or ethnicity not listed here

Are you the first person in your family to go to college?
(Optional)

Prefer not to respond

Yes

No

Do you have a diagnosed disability? (Optional)

Prefer not to respond

Yes

No

Do you identify as a member of the LGBTQ+ community?
(Optional)

Prefer not to respond

Yes

No

Does any parent of yours possess a bachelor's degree?
(Optional)

- Prefer not to respond
- Yes
- No

Is English the primary language spoken at your home?
(Optional)

- Prefer not to respond
- Yes
- No

Are you a parent to a child under 18 years old? (Optional)

- Prefer not to respond
- Yes
- No

Are you the primary caregiver to a family member (not a child) such as a parent, partner, etc.? (Optional)

- Prefer not to respond
- Yes
- No

What is your age? (Optional)

Were you enrolled in a high school and college dual enrollment program?

- Yes
- No

From time to time, NACE conducts surveys on topics affecting students and/or new entrants to the workforce. To this end, we are creating a panel of potential respondents who will be asked occasionally to participate in a **Focus Group and/or Survey**. Respondent information will NEVER

be shared outside of NACE or used for ANY purpose other than these future surveys.

Would you be willing to be part of the NACE research panel and participate in future NACE Focus Groups and/or Surveys?

Yes

No

In order to be eligible for the multiple cash prize drawings, please provide your contact information below.

(Note: Your contact information will be kept confidential by NACE; it will NEVER be provided to anyone else. Ever.)

Prize Drawing: The drawing for 4 prizes of \$500 cash will be held on or about Wednesday, May 27, 2026. Be sure you've entered your name **and at least a permanent e-mail address** where you can be reached in May if you win!

First Name

Last Name

Permanent E-mail address

Address 1

Address 2

City

State

Zip

Country/Postal Code (if not USA)

Phone