



2023 NACE Student Survey for Bachelor's & Graduate Students

Thank you for participating in the 2023 NACE Student Survey

Thank you for participating in the 2023 NACE Student Survey for Bachelor's and Graduate Students! 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 which questions you are shown based on the answers you provide. All questions are optional. The survey window will be open until May 15th, 2023.

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.

Enrollment

Enrollment Status

Are you currently enrolled in a 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, 2023
- I will earn my degree AFTER June 30, 2023

How likely is it that you will re-enroll for the next semester at your current institution?

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

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.

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.

Career Fairs

Career Fairs

Did you attend a career fair in the past year?

	Yes	No
In-person	<input type="radio"/>	<input type="radio"/>
Virtually	<input type="radio"/>	<input type="radio"/>

As a result of attending an **in-person** career fair, did you receive an interview and/or job offer from an organization you spoke with at the fair?

	Yes	No
An interview	<input type="radio"/>	<input type="radio"/>
A job offer	<input type="radio"/>	<input type="radio"/>

As a result of attending a **virtual** career fair, did you receive an interview and/or job offer from an organization you spoke with at the fair?

	Yes	No
An interview	<input type="radio"/>	<input type="radio"/>
A job offer	<input type="radio"/>	<input type="radio"/>

Experiential Learning

Experiential Learning

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

- Internships & Co-ops
- Student workers
- Student teaching, nursing, & other practicum experiences
- Micro-internships
- Externships
- Apprenticeships

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

- Yes
- No

How many internships / 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
- 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

In which industry was your experiential learning opportunity?

- Information Services (e.g., publishing, broadcasting, telecommunications, library, computing infrastructure)
- Computer Programming / Coding, Data Science
- Finance & Insurance
- Professional, Scientific, & Technical Services (e.g., legal services, management consulting, scientific research, veterinary services)
- Construction
- Manufacturing
- Marketing, Advertising, & Graphic Design
- Accounting
- Education
- Public Administration (e.g., justice, courts, legislative, government agencies, HR, urban planning, national security, etc.)
- Real Estate
- Health Care & Social Assistance
- Accommodation & Food Services (e.g., hospitality, restaurants)
- Other Services (e.g., auto repair, electronics repair, personal care services, religious organizations, civic and social organizations)
- Arts, Entertainment, & Recreation
- Wholesale Trade
- Retail Trade
- Transportation and Warehousing
- Architectural, Engineering, and Related Services
- Management of Companies and Enterprises
- Business Support Services (e.g., Waste management, credit bureaus, security, travel services)
- Utilities
- Agriculture, Forestry, Fishing, and Hunting
- Mining, Quarrying, and Oil & Gas Extraction
- Other (please specify:)

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 were you not able to be paid?

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 **about your actual work experience**:

	Strongly Disagree	Disagree	Neither Agree or Disagree	Agree	Strongly Agree
I felt like I belonged with my colleagues and in my work setting.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A lot of other people could be affected by how well my work got done.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My work duties were meaningful.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I was compensated fairly for the work I did.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My colleagues helped to make this a good experience.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My colleagues valued my skills.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The people I worked with were friendly and helpful.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How much do you agree with the following statements **about your career development:**

	Strongly Disagree	Disagree	Neither Agree or Disagree	Agree	Strongly Agree
After my internship, I want a career in this industry.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My work experience required me to use a number of complex or high-level skills.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My experiential learning helped me determine that this was a field I was interested in for a career.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I had a mentor who advised me during my work experience.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My work experience taught me a lot of things that I never would have been able to learn in the classroom.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor provided me with enough support while I was doing the work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How much do you agree with the following statements about your **experiential learning organization:**

	Strongly Disagree	Disagree	Neither Agree or Disagree	Agree	Strongly Agree
My experiential learning employer made sure I knew my contributions were valued.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My experiential learning employer clearly took steps to foster equity in the workplace.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I felt like I belonged at the organization.	<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"/>
I liked the organization with which I did my internship.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I felt committed to the organization because they treated me well.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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?

- No
- Yes, but I have not yet accepted it
- Yes, and I have accepted it

Experiential Learning 2

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

- Yes

- No
- Not sure

In which of the following experiential learning opportunities did you want to participate?

	Yes	No
Internship	<input type="radio"/>	<input type="radio"/>
Co-op	<input type="radio"/>	<input type="radio"/>
Practicum experience (e.g., nursing, student teaching, or other clinical experience)	<input type="radio"/>	<input type="radio"/>
Micro-internship	<input type="radio"/>	<input type="radio"/>
Externship	<input type="radio"/>	<input type="radio"/>
On-campus Student Work	<input type="radio"/>	<input type="radio"/>
Apprenticeship	<input type="radio"/>	<input type="radio"/>
Job Shadowing	<input type="radio"/>	<input type="radio"/>
Other (please specify:)	<input type="radio"/>	<input type="radio"/>
<input style="width: 200px; height: 20px;" type="text"/>		

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

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

Job Search and Job Offers

Transition to Post-graduation Life

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

Which one of the following industries best represents your employer?

- Agriculture, Forestry, Fishing, and Hunting
- Mining, Quarrying, and Oil & Gas Extraction
- Utilities
- Construction
- Manufacturing
- Wholesale Trade
- Retail Trade
- Transportation & Warehousing
- Information Services (e.g., publishing, broadcasting, telecommunications, library, computing infrastructure)
- Finance & Insurance
- Real Estate

- Professional, Scientific, & Technical Services (e.g., legal services, management consulting, scientific research, veterinary services)
- Computer Programming / Coding, Data Science
- Marketing, Advertising, & Graphic Design
- Accounting
- Architectural, Engineering, and Related Services
- Management of Companies and Enterprises
- Business Support Services (e.g., Waste management, credit bureaus, security, travel services)
- Education
- Health Care & Social Assistance
- Arts, Entertainment, & Recreation
- Accommodation & Food Services (e.g., hospitality, restaurants)
- Public Administration (e.g., justice, courts, legislative, government, HR, urban planning, national security)
- Other Services (e.g., auto repair, electronics repair, personal care services, religious organizations, civic and social organizations)

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.

- I am waiting to see if I can get a better offer.
- 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).
- The benefits package is insufficient.
- Going to graduate school instead
- The salary is insufficient.
- The job(s) is not in a preferable location.
- The job(s) does not match my career aspirations.
- Other (please specify briefly):

Belonging

To what extent do you agree with the following statements:

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
I feel connected with others in the school / campus community.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel like I belong at my school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel proud to be affiliated with my school.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel comfortable on campus.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel accepted by my peers in my current academic major(s).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel welcome at my school's career center.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel comfortable asking staff at the career center for help with my career development.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I feel comfortable discussing my academic program or career plans with a faculty member.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
I feel supported by the faculty in my major(s).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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 and modalities have you participated in the past 12 months?

	In-person	Virtually	Not at all
Career fairs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Meet & great networking events	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Employer Presentations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Coffee chats	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Employer information / "Ask me anything" (AMA) sessions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Facility tours	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Webinars	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

To what extent do you agree with the following statements:

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
During recruiting events, the recruiter(s) I spoke with affirmed that I had something to contribute to their organization.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
The recruiter(s) I spoke with took an interest in me as an individual.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
While (or after) speaking with recruiter(s), I could see myself working at their company.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Career Readiness

Career Readiness

The following questions ask you about important skills and abilities in the workplace. Please use these definitions for the terms:

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.

Equity & Inclusion

Demonstrate the awareness, attitude, knowledge, and skills required to equitably engage and include people from different local and global cultures. Engage in anti-racist practices that actively challenge the systems, structures, and policies of racism.

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 IMPORTANT you believe each of the following skills / competencies will be to success in your future career:

	Not at all important	Not very important	Somewhat important	Very important	Extremely important
Career & Self-development	<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"/>
Critical Thinking	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Equity & Inclusion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Leadership	<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"/>
Teamwork	<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"/>

Please rate how PROFICIENT you are in these areas:

	Not at all proficient	Not very proficient	Somewhat proficient	Very proficient	Extremely proficient
Career & Self-development	<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"/>
Critical Thinking	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Equity & Inclusion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	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"/>
Professionalism	<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"/>
Technology	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

What are the top 3 competencies you are hoping to improve with your **next** job or experiential learning opportunity?

- Please note: You will only be allowed to rank the top 3.

Technology

Professionalism

Career & Self-development

Communication

Critical Thinking

Leadership

Equity & Inclusion

Teamwork

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

Looking Toward The Future

This set of question is intended to get a sense of how your college degree influences your views of the future.

How confident are you that:

	Not confident at all	A little confident	Somewhat confident	Very confident	Extremely confident
Your college degree will provide you with leadership and promotion opportunities?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
You will be satisfied in your career?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
You can earn enough money with your degree to be economically secure?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
You will find a job directly related to your major?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
You will get a positive financial return on your college investment?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your college degree will help you find meaningful work?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
You will find a job that aligns with your career goals?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How confident are you that you will be able to pay off your student loans in a reasonable amount of time?

I do not have student loans

Not Confident At All

A little
confident

Somewhat
confident

Very
confident

Extremely
confident

To what extent do you agree with the following 2 statements?

If I had the chance to do it over again, I would still choose:

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
To pursue my college education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The same college major(s)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Career Services

Career Services

In which college year did you first visit (either in-person or virtually) your school's career center?

- Bachelor's - 1st Year
- Bachelor's - 2nd Year
- Bachelor's - 3rd Year
- Bachelor's - 4th Year or beyond
- Graduate school
- Have never visited the career center (in-person or virtually)

	Did not use	Used - Not at all helpful	Used - Not very helpful	Used - somewhat helpful	Used - Very helpful	Used - Extremely helpful
Resume/cover letter assistance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Career skills testing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Career assessments	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Job search assistance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Internship/co-op search assistance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Interview preparation sessions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Career or employment workshops	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Researching a potential employer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Using career center job listings	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Preparation for career/networking event	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Employment Preferences

What do (or did) you expect your annual salary to be in your first full-time job after graduation?

Which of the following working environments do you prefer at the current time?

- In-person - work on-site every day of the work week
- Hybrid - work on-site for two or three days per week; work at home the other days
- Virtual - work from home every day

How important are the following **attributes** when choosing among potential employers?

	Not at all important	Not very important	Somewhat important	Very important	Extremely important
The organization is located close to my home	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Not at all important	Not very important	Somewhat important	Very important	Extremely important
The opportunity to develop applied skills (e.g. communication, leadership, teamwork)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Organization has a good insurance/benefits package	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employer has a clear agenda of corporate social responsibility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Organization offers the opportunity for self expression and creativity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There are friendly coworkers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Organization offers a high starting salary	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Organization provides me the ability to improve my community/country/world	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Organization has a well-recognized name/brand/image	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Organization embraces diversity	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The organization is located in a diverse and tolerant community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The opportunity to develop skills specific to the job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Organization offers job security	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employer creates sustainable products and/or has sustainable operations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How important are each of the following **employee benefits** to you?

	Not at all important	Not very important	Somewhat important	Very important	Extremely important
Guaranteed annual salary increases	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dental insurance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Company-matched 401(k) retirement program	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Family-friendly benefits (e.g. adoption leave, elder care, family leave, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Not at all important	Not very important	Somewhat important	Very important	Extremely important
Life insurance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
More than 2 weeks vacation/paid time off in the FIRST year of work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
100% employer-paid medical insurance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Frequent performance reviews	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Flextime policy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Employee assistance (counseling) program	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Bonus plan	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Casual dress policy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Tuition reimbursement for advanced education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
On-site day care facilities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ability to work from home	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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 gender and ethnicity. Collecting and reporting data by these types of categories helps improve equitable services and outcomes for all students. Your personal information will NEVER be shared with anyone. Thank you in advance for completing this section of the survey.

Gender: How do you identify? (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

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)

- Yes
- No

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

- Yes
- No

Which of the following sources did you use to finance your college tuition? (Optional)

	Yes	No
Federal Student Loans	<input type="radio"/>	<input type="radio"/>
Private Student Loans	<input type="radio"/>	<input type="radio"/>
Family / personal money	<input type="radio"/>	<input type="radio"/>
Merit-based Scholarships and Grants	<input type="radio"/>	<input type="radio"/>
Income-based Scholarships and Grants	<input type="radio"/>	<input type="radio"/>
Pell Grants	<input type="radio"/>	<input type="radio"/>
My own employment	<input type="radio"/>	<input type="radio"/>
529 investment account	<input type="radio"/>	<input type="radio"/>
Tuition waivers or reductions due to family or yourself being employed at the college	<input type="radio"/>	<input type="radio"/>
Other (please specify:)	<input type="radio"/>	<input type="radio"/>
<input type="text"/>		

Have you ever served on active duty in the U.S. Armed Forces, Reserves, or National Guard? (Optional)

- Prefer not to respond
- Never served in the military
- Only on active duty for training in the Reserves or National Guard
- Now on active duty
- On active duty in the past, but not now

What is your age? (Optional)

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 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 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 Monday, May 22, 2023. 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

Powered by Qualtrics

