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?
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?

- An interview
- A job offer

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?

- An interview
- A job offer

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

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

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

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

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

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

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neither Agree or Disagree</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>After my internship, I want a career in this industry.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>My work experience required me to use a number of complex or high-level skills.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>My experiential learning helped me determine that this was a field I was interested in for a career.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>I had a mentor who advised me during my work experience.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>My work experience taught me a lot of things that I never would have been able to learn in the classroom.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
<tr>
<td>My supervisor provided me with enough support while I was doing the work.</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
<td>○</td>
</tr>
</tbody>
</table>
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
In which of the following experiential learning opportunities did you want to participate?

<table>
<thead>
<tr>
<th>Opportunity</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>Internship</td>
<td>〇</td>
<td>〇</td>
</tr>
<tr>
<td>Co-op</td>
<td>〇</td>
<td>〇</td>
</tr>
<tr>
<td>Practicum experience (e.g., nursing, student teaching, or other clinical experience)</td>
<td>〇</td>
<td>〇</td>
</tr>
<tr>
<td>Micro-internship</td>
<td>〇</td>
<td>〇</td>
</tr>
<tr>
<td>Externship</td>
<td>〇</td>
<td>〇</td>
</tr>
<tr>
<td>On-campus Student Work</td>
<td>〇</td>
<td>〇</td>
</tr>
<tr>
<td>Apprenticeship</td>
<td>〇</td>
<td>〇</td>
</tr>
<tr>
<td>Job Shadowing</td>
<td>〇</td>
<td>〇</td>
</tr>
<tr>
<td>Other (please specify:)</td>
<td>〇</td>
<td>〇</td>
</tr>
</tbody>
</table>

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
Immediately after graduation, I plan to:

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?

Did you use any of the following resources to search for jobs and/or research employers and, if so, how helpful did you find each resource?

<table>
<thead>
<tr>
<th>Resource</th>
<th>Did not use</th>
<th>Used - Not at all helpful</th>
<th>Used - Not very helpful</th>
<th>Used - Somewhat helpful</th>
<th>Used - Very helpful</th>
<th>Used - Extremely helpful</th>
</tr>
</thead>
<tbody>
<tr>
<td>Virtual Career/job fairs</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Friends</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Trade/professional associations</td>
<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Social media</td>
<td></td>
<td></td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Alumni</td>
<td></td>
<td></td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Faculty members</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>In-Person Career/job fairs</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Career center</td>
<td></td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Parents and/or relatives</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employer information presentations on campus (or virtually)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Job Search Websites</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employer representatives on campus</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employer websites</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
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
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.
To what extent do you agree with the following statements:

- 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:

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly disagree</th>
<th>Somewhat disagree</th>
<th>Neither agree nor disagree</th>
<th>Somewhat agree</th>
<th>Strongly agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>I feel connected with others in the school / campus community.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I feel like I belong at my school.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I feel proud to be affiliated with my school.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I feel comfortable on campus.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I feel accepted by my peers in my current academic major(s).</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I feel welcome at my school’s career center.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I feel comfortable asking staff at the career center for help with my career development.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>I feel comfortable discussing my academic program or career plans with a faculty member.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
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?

<table>
<thead>
<tr>
<th>Event</th>
<th>In-person</th>
<th>Virtually</th>
<th>Not at all</th>
</tr>
</thead>
<tbody>
<tr>
<td>Career fairs</td>
<td>✔</td>
<td></td>
<td>✔</td>
</tr>
<tr>
<td>Meet &amp; great networking events</td>
<td></td>
<td>✔</td>
<td>✔</td>
</tr>
<tr>
<td>Employer Presentations</td>
<td></td>
<td></td>
<td>✔</td>
</tr>
<tr>
<td>Coffee chats</td>
<td></td>
<td>✔</td>
<td>✔</td>
</tr>
<tr>
<td>Employer information / &quot;Ask me anything&quot; (AMA) sessions</td>
<td></td>
<td></td>
<td>✔</td>
</tr>
<tr>
<td>Facility tours</td>
<td></td>
<td>✔</td>
<td>✔</td>
</tr>
<tr>
<td>Webinars</td>
<td></td>
<td></td>
<td>✔</td>
</tr>
</tbody>
</table>

To what extent do you agree with the following statements:

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly disagree</th>
<th>Somewhat disagree</th>
<th>Neither agree nor disagree</th>
<th>Somewhat agree</th>
<th>Strongly agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>During recruiting events, the recruiter(s) I spoke with affirmed that I had something to contribute to their organization.</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
<td>✔</td>
</tr>
</tbody>
</table>
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**

<table>
<thead>
<tr>
<th>Strongly disagree</th>
<th>Somewhat disagree</th>
<th>Neither agree nor disagree</th>
<th>Somewhat agree</th>
<th>Strongly agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>〇</td>
<td>〇</td>
<td>〇</td>
<td>〇</td>
<td>〇</td>
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<tr>
<td>〇</td>
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</tr>
</tbody>
</table>

The recruiter(s) I spoke with took an interest in me as an individual.

While (or after) speaking with recruiter(s), I could see myself working at their company.
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:

<table>
<thead>
<tr>
<th>Skill</th>
<th>Not at all important</th>
<th>Not very important</th>
<th>Somewhat important</th>
<th>Very important</th>
<th>Extremely important</th>
</tr>
</thead>
<tbody>
<tr>
<td>Career &amp; Self-development</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Communication</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Critical Thinking</td>
<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Equity &amp; Inclusion</td>
<td></td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Leadership</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Professionalism</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Teamwork</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Technology</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Please rate how PROFICIENT you are in these areas:

<table>
<thead>
<tr>
<th>Skill</th>
<th>Not at all proficient</th>
<th>Not very proficient</th>
<th>Somewhat proficient</th>
<th>Very proficient</th>
<th>Extremely proficient</th>
</tr>
</thead>
<tbody>
<tr>
<td>Career &amp; Self-development</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Communication</td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Critical Thinking</td>
<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Equity &amp; Inclusion</td>
<td></td>
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</tr>
</tbody>
</table>
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:

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

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
  - [ ] Confident at all

- Not confident at all
  - [ ] Not confident at all
  - [ ] Confident at all
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:

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly disagree</th>
<th>Somewhat disagree</th>
<th>Neither agree nor disagree</th>
<th>Somewhat agree</th>
<th>Strongly agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>To pursue my college education</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>The same college major(s)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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)
For which of the following reasons have you visited career services?

- Please select all that apply.

- General career advice
- Career exploration
- Class assignment
- Help with an internship or co-op search
- Help with my resume and/or cover letter
- Help with LinkedIn profile
- Advice on academic programs (majors/courses) related to a career path
- Interview preparation
- Help with a job search
- Other (please specify)

Between July 1, 2022 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

Did you use any of the following career center services and, if so, how helpful was each one in your job search and/or career planning?

<table>
<thead>
<tr>
<th>Individual career counseling</th>
<th>Did not use</th>
<th>Used - Not at all helpful</th>
<th>Used - Not very helpful</th>
<th>Used - Somewhat helpful</th>
<th>Used - Very helpful</th>
<th>Used - Extremely helpful</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
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</tbody>
</table>
### 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?

<table>
<thead>
<tr>
<th>The organization is located close to my home</th>
<th>Not at all important</th>
<th>Not very important</th>
<th>Somewhat important</th>
<th>Very important</th>
<th>Extremely important</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### Employee Benefits

**The opportunity to develop applied skills (e.g. communication, leadership, teamwork)**

- [ ] Not at all important
- [ ] Not very important
- [ ] Somewhat important
- [ ] Very important
- [ ] Extremely important

**Organization has a good insurance/benefits package**

- [ ] Not at all important
- [ ] Not very important
- [ ] Somewhat important
- [ ] Very important
- [ ] Extremely important

**Employer has a clear agenda of corporate social responsibility**

- [ ] Not at all important
- [ ] Not very important
- [ ] Somewhat important
- [ ] Very important
- [ ] Extremely important

**Organization offers the opportunity for self expression and creativity**

- [ ] Not at all important
- [ ] Not very important
- [ ] Somewhat important
- [ ] Very important
- [ ] Extremely important

**There are friendly coworkers**

- [ ] Not at all important
- [ ] Not very important
- [ ] Somewhat important
- [ ] Very important
- [ ] Extremely important

**Organization offers a high starting salary**

- [ ] Not at all important
- [ ] Not very important
- [ ] Somewhat important
- [ ] Very important
- [ ] Extremely important

**Organization provides me the ability to improve my community/country/world**

- [ ] Not at all important
- [ ] Not very important
- [ ] Somewhat important
- [ ] Very important
- [ ] Extremely important

**Organization has a well-recognized name/brand/image**

- [ ] Not at all important
- [ ] Not very important
- [ ] Somewhat important
- [ ] Very important
- [ ] Extremely important

**Organization embraces diversity**

- [ ] Not at all important
- [ ] Not very important
- [ ] Somewhat important
- [ ] Very important
- [ ] Extremely important

**The organization is located in a diverse and tolerant community**

- [ ] Not at all important
- [ ] Not very important
- [ ] Somewhat important
- [ ] Very important
- [ ] Extremely important

**The opportunity to develop skills specific to the job**

- [ ] Not at all important
- [ ] Not very important
- [ ] Somewhat important
- [ ] Very important
- [ ] Extremely important

**Organization offers job security**

- [ ] Not at all important
- [ ] Not very important
- [ ] Somewhat important
- [ ] Very important
- [ ] Extremely important

**Employer creates sustainable products and/or has sustainable operations**

- [ ] Not at all important
- [ ] Not very important
- [ ] Somewhat important
- [ ] Very important
- [ ] Extremely important

---

**Employee Benefits**

- [ ] Guaranteed annual salary increases
- [ ] Dental insurance
- [ ] Company-matched 401(k) retirement program
- [ ] Family-friendly benefits (e.g. adoption leave, elder care, family leave, etc.)
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)
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)

- Federal Student Loans
- Private Student Loans
- Family / personal money
- Merit-based Scholarships and Grants
- Income-based Scholarships and Grants
- Pell Grants
- My own employment
- 529 investment account
- Tuition waivers or reductions due to family or yourself being employed at the college
- Other (please specify:)

Yes
- No
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