

U.S Job/Internship Search for International Students

SI Career Services/PEP
Assistant Director,
Joanna Kroll

U.S. Employment: Challenges for International Students

- Hiring complexities:
 - After international students complete practical training, employers must sponsor them to obtain H1-B visa, which allows them to work in the U.S. for 1-6 years.

Hiring Complexities

- Hiring an international student is not as common, is more complicated, and less familiar than hiring an American. The process involves:

- Petitioning the government for an H1-B
- Obtaining approval from the Labor Dept
- Hiring a lawyer, and
- Absorbing some fees

For these reasons, some employers will not even interview, let alone hire, international graduates

Employers perspective

- Perceived lack of commitment to the job
- Communication
- Animosity

**IT IS YOUR RESPONSIBILITY TO
CHANGE THIS PERSPECTIVE!!!**

Approaching the topic of H1-B Visas with employers

- Do not begin an employment interview or letter with an inquiry regarding H1-B sponsorship.
- First task in the interview is to convince the employer of your suitability for the job.
- Learn about the sponsorship process including hiring and pay for a lawyer. By explaining the simplicity of the sponsorship process, you will increase the likelihood of getting hired.

Seek out companies that have a history of sponsoring H1-B sponsorship.

- ForeignMBA.com
- H-1B Special Reports
- H1VisaJobs.com

Market Yourself Positively

- Turn employers' objections into positives.
- By virtue of living and studying abroad, international students demonstrate tenacity and resourcefulness.
- Be prepared to tell employers how hiring them offers more advantages than disadvantages— what makes you unique?
 - Language skills and global perspective are 2 good examples!

Be flexible, patient and persistent!

- Although the job search can be challenging, it is not impossible. Each year the U.S. grants almost 200,000 H1-B Visas.

U.S. Resume vs. International Resume

■ U.S.

- Concise, attractive marketing tool– summarizes jobs, skills, accomplishments and academic background relevant to the employment objective
- One to 2 pages maximum
- Does not include personal information i.e., age, marital status, race or religion
- May or may not include completion of military service—depends on whether it is relevant or makes the person a stronger candidate.

■ International

- Chronically detail academic and formal work experience
- Sometimes 2+ pages
- Sometimes includes personal info
- Sometimes includes military service

Resumes Tips for International Students

- Introduce employers to foreign companies and schools by providing a frame of reference. For example, "Second largest manufacturing firm in Turkey, One of the top five universities in India"
- Emphasize strong English skills "Translated written and spoken English on a daily basis for two years"
- Include a Language section that can highlight your strong language skills and your level of English skills (English, fluent in written and spoken English)
- Have resume reviewed by SI Career Services

Interview Tips

- Be punctual, 5-15 minutes early.
- Eye contact is expected and shows contact
- Interview styles vary– may begin with direct questions or small talk
- Interviewer may do most of the talking or may expect you do to most of the talking
- Expect direct questions regarding competency, experience

... more interview tips

- An open discussion of accomplishments and skills shows confidence
- Show clear self-knowledge and career goals
- Self disclosure of strengths, weaknesses, personality, leadership style, problem-solving abilities, etc. may be appropriate
- Researching the organization and demonstrating that knowledge during the interview is expected
- It is accepted to ask an employer at the close of the interview where they are in the interview process and when the candidate can expect to hear back from them.
- Inquiring about the status of an application after the interview is acceptable and demonstrates interest in the position.
- Practice the interview– set up a mock interview with SI Career Services or the Career Center

Basic Job Search Tips to get Started...

- You NEED to learn the system and expectations. You also need to learn cultural influences and cultural expectations about communication, leadership and working in a team and others.
- If your intention is to gain experience so that you can return home with a company and be a country to country liaison, you need to determine which companies have offices in your home country.
- Don't wait on these decisions until after graduation!

Tips for getting comfortable with the job search

- Practice interviewing
- Save up to buy one nice suit– men and women!
- If you do not have a good idea about what you want to do– you will not appear credible or organized. **NETWORK!**
 - Talk to friends, peers, family, faculty, SI alumni for career exploration.
 - Actively participate in SIGN or other international student groups to network with your peers.

Common Cultural Barriers

- Self-promotion
- Directness in communication
- Self-disclosure
- Career Self-awareness
- Individual responsibility in finding employment
- Language barriers
- Two-way stereotypes

Quick Overview to Land a Job!

- You WILL need to have a convincing argument for wanting to remain in the US for career reasons
- You will have to counter employer's bias against hiring and training you for just a year (if you are seeking OPT).
- Assure the employer that you learn quickly and would like to stay longer and that the INS process is manageable.
- ALWAYS market your unique strengths and qualities as an individual and the special contribution you can make because of your international background.

PEP and CPT

Thinking about doing a summer internship off-campus?

You must apply for CPT!

Curricular Practical Training

CPT policies and procedures

CPT and PEP handout