



***Building An Effective
U.S. Job Search Strategy
For International Students***

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**UNIVERSITY
CAREER CENTER**

Job Searching is....

So much more than
writing a resume and
sending it out
to a gazillion employers!

A more effective approach to job searching:

1. Know yourself and what you are looking for
2. Understand the U.S. job market, employers' expectations and cultural norms
3. Develop appropriate job search materials and approaches
4. Execute, persevere, **but have alternate plans** as well!

Important:

- Thoroughly familiarize yourself with your visa and employment authorization
- Understand factors that can influence employers to hire international students
- Be prepared to educate potential employers as needed

Your superpower as international students - skills you can offer to employers

- **Cultural Adaptability:** Experience navigating diverse environments enhances adaptability.
- **Language Proficiency:** Multilingual skills facilitate communication in global workplaces.
- **Global Perspective:** Insight into global trends brings fresh perspectives
- **Resilience and Resourcefulness:** problem-solving skills
- **Cross-Cultural Communication:** Understanding nuances fosters effective collaboration.

Visa types and employment authorization

<https://internationalcenter.umich.edu/students>

Some challenges employers face when hiring international students

- Companies' policies may restrict their ability to hire international students
- Companies may not even accept OPT knowing that they will not be able to eventually hire/retain an international student in the long run
- H1B requires application and legal fees for several thousands of dollars paid by the hiring department
- Companies may have to prove there was not an equally qualified U.S.citizen for a certain position for permanent residency

U.S. Employer's Guide to Hiring International Students (by Interstride)

<https://careercenter.umich.edu/article/us-employers-guide-hiring-international-students>

1. Know yourself and what you are looking for

- Understand your strengths, values, and career goals.
 - **Assessment Tools:**
<https://careercenter.umich.edu/article/career-assessment-tools>
 - **UCC Career Tracks:** <https://careercenter.umich.edu/careertracks>
- Learn your visa rules--Work with the International Center
 - <https://internationalcenter.umich.edu/students>

Start early--Your search will take longer than you think

2. Understand the U.S. job market, employers' expectations and cultural norms

- Importance of Experience: Emphasize practical experience over grades
 - **Micro-Internship: Forage**
<https://www.theforage.com/virtual-internships>
- Developing Skills: Learn to align personal background with employer needs.
 - **The Competencies You Need To Be Career Ready:**
<https://careercenter.umich.edu/career-readiness>

2. Understand the U.S. job market, employers' expectations and cultural norms

- *YOU* have to do it--Importance of self-advocacy, initiative and networking
 - **University Career Alumni Network (UCAN):**
<https://careercenter.umich.edu/content/university-career-alumni-network-ucan>
- Understanding of U.S. business communication and professional etiquette
 - **Attend *International Students Career Series: How to Navigate Small Talk*. Sign up via [Handshake!](#)**

3. Develop appropriate materials and approaches

- Customize your resume for your desired industry and understand ATS.
 - **Applicant Tracking Systems (ATS):** <https://youtu.be/zcU5T2rQEQE>
 - **VMOCK :** <https://www.vmock.com/michigan>
 - **Resumeworded:** <https://resumeworded.com/umich>
- Learn to craft *tailored* cover letters
 - **UCC Cover Letter Resource:**
<https://careercenter.umich.edu/content/cover-letter-resources>

3. Develop appropriate materials and approaches

- Develop a professional community--i.e. Network!
 - International Students Career Series: How to Build Your Network**
 - UCC Networking Resources:**
<https://careercenter.umich.edu/content/networking-resources>
- Familiarize yourself with interviewing formats and practice!!
 - **Sign up for 1:1 mock interviews with the University Career Center**
<https://careercenter.umich.edu/contact/makeappointment>

4. Execute, persevere, but have alternate plans as well

- Stay organized: Build a target list of employers, positions pursued, and application status
 - **UCC free spreadsheet template:**
<https://app.joinhandshake.com/edu/articles/31804>
- Make time in your schedule to execute your search--ongoing process;
 - **Handshake**
<https://careercenter.umich.edu/content/introducing-handshake>
 - **Interstride**
<https://student.interstride.com/login>

4. Execute, persevere, but have alternate plans as well

- Remain flexible and open to possibilities

- **GoinGlobal**

- <http://www.goinglobal.com/>

- **UCC Resource Toolkit for International Students**

- <https://app.joinhandshake.com/edu/articles/36094>

- Revisit salary negotiation

- **UCC Evaluating and Negotiating Offers Resource**

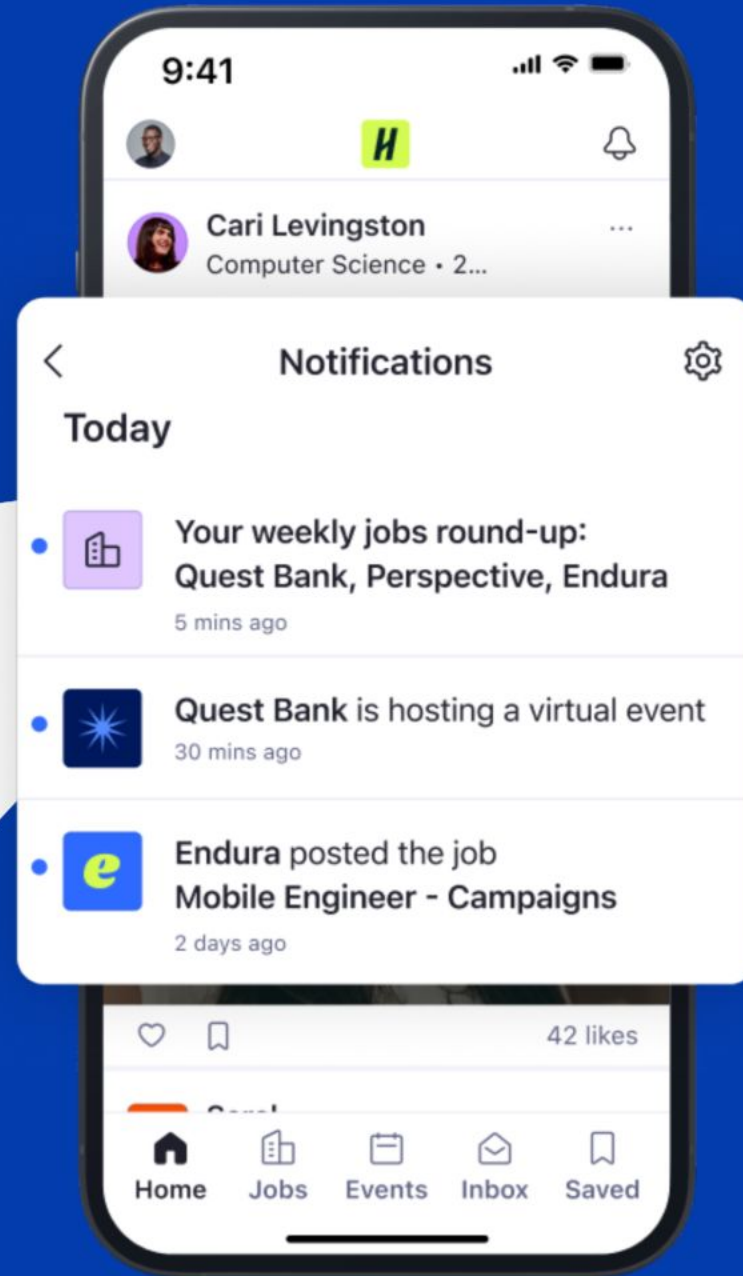
- <https://careercenter.umich.edu/article/salary-and-relocation-information>

So, to summarize:

1. Know yourself and what you are looking for
2. Understand your visa, the U.S. job market, employers' expectations and cultural norms
3. Develop appropriate job/internship search materials and approaches
4. Execute, persevere, but have alternate plans as well!

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the top employers for full-time,
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Overarching Resources

- **International Center**
<https://internationalcenter.umich.edu/>
- **Your School/College Career Services Office**
<https://hireblue.umich.edu/career-services-offices>
- **UM University Career Center**
<https://umich.joinhandshake.com/edu/appointments/new>

**Wishing you the best in your
search!**