Putting Together An Effective U.S. Job Search Strategy For International Students

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Overarching Resources

- International Center
  https://internationalcenter.umich.edu/
- Your School/College Career Services Office
  https://hireblue.umich.edu/career-offices
- UM University Career Center
  https://careercenter.umich.edu/
  - International Student Resources
    https://careercenter.umich.edu/article/international-student-resources
Job Searching is….

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

How to put together an effective search:

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

- Know yourself--What are your assets? What can you offer an employer? What problems can you solve?
- What are you looking for--In which industry? What function?
- Learn your visa rules--Work with the International Center
- Start early--Your search will take longer than you think

1. **Relevant Resources**

   **Assessment Tools**
   [https://careercenter.umich.edu/secure/article/career-assessment-tools](https://careercenter.umich.edu/secure/article/career-assessment-tools)

   **Vault Campus Edition**
   [https://search.lib.umich.edu/databases/record/10657?query=vault](https://search.lib.umich.edu/databases/record/10657?query=vault)

   **O’Net**
   [https://www.onetonline.org/](https://www.onetonline.org/)

   **UCC Career Tracks**
   [https://careercenter.umich.edu/careertracks](https://careercenter.umich.edu/careertracks)

   **Work Authorization**
   [https://internationalcenter.umich.edu/](https://internationalcenter.umich.edu/)
2. Understand the U.S. job market, employers’ “objections”, expectations and cultural norms

● Grades alone are not enough--Emphasis on experience and co-curricular engagements
● Specific skills and traits--Ability to link personal background to employers' needs
● *YOU* have to do it--Importance of self-advocacy, initiative and networking
● Understanding of U.S. business communication and professional etiquette

2a. Reasons why U.S. employers are often not receptive to hiring International Students:

● Companies’ policies may restrict their ability to hire international students
● Companies may not even offer OPT knowing that they will not be able to eventually hire an international student
● H1B requires application and lawyers fees for several thousands of dollars paid by the hiring department
● Companies have to prove there was not an equally qualified U.S.citizen for a certain position (which had to be posted on a public forum for several weeks)
● If a company needs to downsize, they will have to terminate the H1B holders before they can lay off any U.S. citizen for similar roles.
2. Relevant Resources

UM Student Organizations
https://maizepages.umich.edu/organizations
Non-Work Study Campus Jobs
https://studentemployment.umich.edu/JobX_FindAJob.aspx
The Competencies You Need To Be Career Ready
https://careercenter.umich.edu/career-readiness
University Career Alumni Network (UCAN)
https://careercenter.umich.edu/content/university-career-alumni-network-ucan
UM LinkedIn and beyond
https://www.linkedin.com/school/university-of-michigan/
Handshake
https://careercenter.umich.edu/content/introducing-handshake
FluentU
https://www.fluentu.com/blog/business-english/business-english-communication-skills/
Professionalism in the Job/Internship Search
https://ocs.fas.harvard.edu/professionalism

3. Develop appropriate materials and approaches

- Develop a resume/cv targeted to the industry or function in which you are interested. Understand how Applicant Tracking Systems (ATS) work
- Learn to craft tailored cover letters
- Develop a professional community--i.e. network!
- Stay organized: Build a target list of employers, positions pursued, and application status
- Familiarize yourself with various interviewing formats: behavioral, case, technical... and practice, practice, practice!
3. Relevant Resources

UCC International Student Resources
https://careercenter.umich.edu/article/international-student-resources

UCC Labs and Appointments
https://careercenter.umich.edu/contact/makeappointment

VMOCK (best for undergraduate resumes)
https://www.vmock.com/michigan

Targeted Resume
https://resumeworded.com/umich

Applicant Tracking Systems (ATS)
https://careercenter.umich.edu/article/resume-resources#ATS

Non-Academic Job Search Resources for PhDs
https://careercenter.umich.edu/article/non-academic-job-search

English Language Institute Resources
https://lsa.umich.edu/eli/language-resources.html

Practice Interviews in the UCC and Your School/College
https://umich.joinhandshake.com/appointments/new/

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

- Make time in your schedule to execute your search--ongoing process; don’t wait to hear back before pursuing more options
- Continue to leverage your networks and adjust your approach accordingly
- Remain flexible and open to possibilities
- Revisit salary negotiation, work authorization rules, but also make parallel plans in home country and globally
4. Relevant Resources

On-going connections via UCAN
https://careercenter.umich.edu/content/university-career-alumni-network-ucan

How to Use LinkedIn’s Alumni Tool for Networking

Myvisajobs.com
https://www.myvisajobs.com/

Internationalstudent.com
https://www.internationalstudent.com/

U.S. Dept. of Labor
https://www.dol.gov/

Goinglobal.com
http://www.goinglobal.com/

How to Negotiate Salary: 37 Tips You Need to Know

Glassdoor.com
https://www.glassdoor.com/index.htm

Global Job/Internship Search (UCC Resources for International Students)
https://careercenter.umich.edu/article/international-student-resources

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So, to summarize:

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

Best of luck on your job search!!!