Putting Together An Effective U.S. Job Search Strategy For International Students
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/internship search materials and approaches
4. Execute, persevere, **but have alternate plans** as well!
Important:

- Thoroughly familiarize yourself with your visa and employment authorization
- Understand employers’ hesitation to hire IS
- Be prepared to educate potential employers as needed
Relevant Resources

Visa types and employment authorization
https://internationalcenter.umich.edu/students

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 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
- If a company needs to downsize, they may have to terminate the foreign employee before they can lay off any U.S. citizen for similar roles.

U.S. Employer’s Guide to Hiring International Students (by Interstride)
https://careercenter.umich.edu/article/us-employers-guide-hiring-international-students
How to put together an effective search:

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3. Develop appropriate job/internship search materials and approaches
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1. Know yourself and what you are looking for

- Know yourself--What are your skills and strengths? What can you offer an employer? What problems can you solve?
- What are you looking for--In which industry? For 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

**O’Net**
https://www.onetonline.org/

**UCC Career Tracks**
https://careercenter.umich.edu/careertracks

**Employment Authorization**
https://internationalcenter.umich.edu/students

**University Career Alumni Network (UCAN)**
https://careercenter.umich.edu/content/university-career-alumni-network-ucan
2. Understand the U.S. job market, employers' 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
2. Relevant Resources

The Competencies You Need To Be Career Ready
https://careercenter.umich.edu/career-readiness

UM Student Organizations Directory
https://maizepages.umich.edu/organizations

UM LinkedIn and beyond
https://www.linkedin.com/school/university-of-michigan/

Handshake
https://careercenter.umich.edu/content/introducing-handshake

Interstride
Use umich credentials https://www.interstride.com/students/

Non-Work Study Campus Jobs
https://studentemployment.umich.edu/JobX_FindAJob.aspx

FluentU
https://www.fluentu.com/blog/business-english/business-english-communication-skills/

Professionalism in the Job/Internship Search
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 interviewing formats--behavioral, case, technical; both in person and *virtual*; and practice!!
3. Relevant Resources

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

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://youtu.be/zcU5T2rQEQE
3. Relevant Resources, continued

Lettersmith: How to write better emails and cover letters
https://lettersmith.ai.umich.edu/

BigInterview: Self-Directed Virtual Interview Practice
https://umich.biginterview.com/

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

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

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

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

How to Use LinkedIn’s Alumni Tool for Networking
https://firsthand.co/blogs/networking/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
http://www.goinglobal.com/

How to Negotiate Salary: 37 Tips You Need to Know

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

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

- International Center
  [https://internationalcenter.umich.edu/](https://internationalcenter.umich.edu/)

- Your School/College Career Services Office
  [https://hireblue.umich.edu/career-offices](https://hireblue.umich.edu/career-offices)

- UM University Career Center
  [https://careercenter.umich.edu/](https://careercenter.umich.edu/)
  - International Student Resources
    [https://careercenter.umich.edu/content/international-student-resources-toolkit](https://careercenter.umich.edu/content/international-student-resources-toolkit)
Wishing you the best in your search!
Please tell us what you think of today’s program!
Questions?