# Collaboration between Career Services and International Student and Scholar Services



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## Challenges for International Students

- Where to find a job or internship
- Lack of network and contacts in the U.S.
- Cultural differences
- English as a second language
- Employers hiring international students
- Online applications authorized?
- Restrictions on employment
- Employment start date pressure & days of unemployment
- Limited time to work with employment authorization
- Accepting employment then quitting upon getting a better offer



## Challenges for Career Advisors

- Language differences
- Cultural differences
- Understanding implications of CPT, OPT, H-1B, etc.
- Helping students discuss immigration status with employers
- Locating employers who will hire international students
- Getting students to attend events offered



## Overview of Institution - University of Denver

- Private University
- Total student population: over 12,000 students
- Fall 2012 international student population: 1,437
  - In Fall 2011, 10.5% was international (2012 % not yet released)
  - In Fall 2011, 93 nations were represented (2012 not yet released)

Top Ten Countries: China, Saudi Arabia, Canada, India, Kuwait, Libya, South Korea, Norway, Taiwan, Mexico

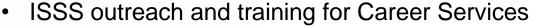
\* Note: In Fall 2012, 797 international students are from China.



- Five career centers (soon to be six)
  - > Historically a decentralized system
  - Varying levels of support and services
  - ➤ Recently an Executive Director of Career Services, some centralized efforts

## Collaboration between ISSS & Career Services

- International Student Career Workshop Series
  - ➤ How to Network in the United States
  - ➤ How to Find an Internship
  - ➤ How to Write a Resume and Cover Letter
  - ➤ How to Interview American-Style
- Cross-promotion of activities and programs
  - ➤ISSS' workshops for CPT, OPT or H-1B
  - ➤ Career Center Open House for international students
  - ➤ Career Fairs and programs



- ➤ Attending staff meetings
- ➤ Individual meetings with career centers' staff members
- ➤ Presentation at campus-wide Career Services retreat



### Additional Collaboration

- Participation in some International Student Orientations
  - ➤ Undergraduate International Student Orientation
  - ➤ Daniels International Student Preparation Program
- Workshop on Finding a Job in the U.S. (for business students)
- Going Global
- New ISSS position: Employment Services Manager





### Ideas for Future Collaboration

- Create international student-specific materials and section of Career Services website
- Do targeted outreach to employers
  - Information for employers on Career Services website
  - Information in employer packets at career fairs
- Design future workshops for international students
- Provide workshop with ISSS, Career Center and Study Abroad
- Identify international alumni
- Panels with international students or international alumni
- Develop position and strategic goals for Employment Services
   Manager position
- Offer cross-cultural training opportunities for Career Services staff



## Overview of Institution - University of Colorado Boulder

Public research university

29,278 total students
1643 international students (5.6%)
more graduate
most in Engineering, other STEM

The Career Services office is a centralized, comprehensive center for all students

Students in the Colleges below also have specialized career services:

**Business** 

MBA

Journalism/Mass Communication Architecture and Planning

Law

Continuing Education

(ITP)

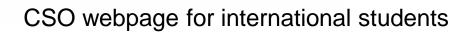


## University of Colorado Boulder Collaboration ISSS/Career Services

CSO workshops for international students
Series or single workshop format
Job search, resume & cover letter,
interview, negotiations

Training by ISSS for CSO

work authorization workshops
cross-cultural presentation with
Chinese, Indian students



CSO/ISSS/Study Abroad workshop
Go Global with Your Career



## University of Colorado Boulder Future Collaboration

New Career Services position designated 50% time to develop and increase CSO services to int'l stus

Int'l alumni panel on job search strategies
Cross-cultural communication and
business etiquette workshop
Career development skill building for int'l
students

Workshop for employers on best practices for hiring international students.

LinkedIn group for the international student community.

Identify and develop relationships with multinational employers



## Overview of Institution - Kansas State University

#### Kansas State University

- Public University
- Student population: 24,378
- International Student population: 2, 045
- Centralized Career & Employment Services office



### Collaboration between ISSS & Career Services

#### **Events/Workshop for students**

- New International Student Orientation
  - CES provides brief information session
  - Table at Resource Fair on Day 2 of orientation
- Job Search Workshop for International Students
  - Co-presented by ISSS & CES
    - Overview of work authorization (CPT, OPT, H-1B)
    - Resources for job searching
      - Going Global (H-1B filing info)
      - CES on-line database
      - Lexus/Nexus
      - Handouts

Key tips on writing resume/cover letter and interviewing in the U.S.





Kansas State University
Create Personal Account
Sign into Personal Account

#### Connections

Connect with us on these global networks









### Country Career Guides

Home

Country Guides

Packed with country-specific career information, this research tool provides expert advice and insider tips for finding employment opportunities at home and abroad.

USA/Canada City Guides



#### USA/Canada City Career Guides

Explore career and employment opportunities in the largest cities across North America! Resources include: business and networking groups, job search resources, cost of living data and more. H-1B employer listings are included in each City Guide, as well as a state-by-state roster.



<u>Demo on Demand</u> <u>Live Demos - Register</u>

**Goinglobal Demos** 

#### **New Features**

Job Search EXPANDED! New Guides

#### Job Postings and Internship Listings

Search for job openings and internship opportunities in countries around the world. Listings are updated daily!

New and expanded search tools!



#### Welcome

You are signed in as a Organization user.

You may create a personal account with your own password by clicking the Create Personal Account linthe top navigation bar.



Kansas State University
Create Personal Account
Sign into Personal Account

Connections

Connect with us on these global networks









#### **Goinglobal Demos**

<u>Demo on Demand</u> Live Demos - Register

#### **New Features**

Job Search EXPANDED! New Guides Home Country Guides

USA/Canada City Guides

H1B Info

**Employer Directory** 

Jobs/Internships

H-1B Info

The Going Global database contains state, metro and US-wide H1B records gathered directly from the US Department of Labor (DOL), the government agency responsible for all H1B submissions. Once a year, DOL makes available a listing of all companies who have submitted H1B visa applications for the prior 12 months, from September to October. The records contained in Going Global's database are the most recent records available.

The Going Global USA City Career Guide collection contains listings of the companies who have submitted the largest number of applications for specific metro areas and all 50 states. Records can be sorted by company or number of applications submitted.

The H1B Plus database contains all 400,000-plus DOL H1B records and allows for searches based on: industry, job title, company, location, wage and number or applications. Access to H1B Plus requires a special subscription.







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Version number:287 Release date:2012.03.25

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<u>Home</u>	Country Guides	USA/Canada City Guides	H1B Into	Employer Directory	<u>Jobs/Internships</u>
H-18	Plus			Co	ombined Searc

Going Global's H1B Plus database contains approximately 500,000 records of companies that applied for H1B visas in the prior year. This information was gathered directly from Department of Labor (DOL) records, which is the government agency responsible for all H1B submissions. Once a year, DOL makes available a listing of all companies who have submitted H1B visa applications for the prior 12 months, from September to October. The records contained in Going Global's H1B Plus database are the most recent records available.

H1B Plus allows for the following searches, which can be sorted in a variety of customized views, including by wage:

Industry | Job Title | Company | City/State | Metro Area | Advanced

More About H1B's

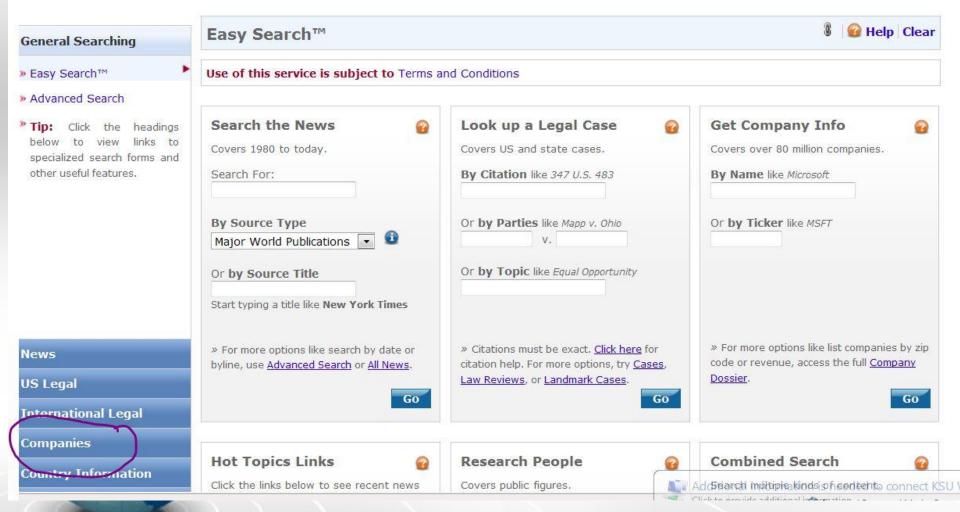
Industry:	All Industries	***			
Job Title:	Food Scientist				
Company Name:					
City:			- or - Metropolitan Area:	Any	
State:	Any	¥			

Previous Next Page 1 of 1 Sort by Job Title   Wage   Petition						
Job Title	Occupation	Company	Wage	Petitions		
DIRECTOR OF FOOD DEVELOPMENT (FOOD SCIENTIST)	Food Scientists and Technologists	LIBERTY USA, INC.	\$61,443.00	1		
FOOD SCIENTIST	Food Scientists and Technologists	JR MEAT COMPANY	\$30,000.00	1		
FOOD SCIENTIST	Food Scientists and Technologists	MADISON GLOBAL LLC	\$54,000.00	1		
FOOD SCIENTIST	Food Scientists and Technologists	EMERGENT CONSTRUCTION TECHNOLOGIES, LP	\$39,146.00	1		
FOOD SCIENTIST	Food Scientists and Technologists	PURFRESH, INC.	\$120,000.00	1		
FOOD SCIENTIST	Food Scientists and Technologists	FARMSPHERE INC.	\$58,282.00	1		
FOOD SCIENTIST	Food Scientists and Technologists	KERRY INC.	\$56,811.00	1		
FOOD SCIENTIST	Food Scientists and Technologists	PEPSICO, INC.	\$62,000.00	1		
FOOD SCIENTIST	Food Scientists and Technologists	INSTITUTE FOR ENVIRONMENTAL HEALTH, INC.	\$43,534.00	1		
FOOD SCIENTIST	Food Scientists and Technologists	PARAMOUNT FARMS INTERNATIONAL LLC	\$67,000.00	1		

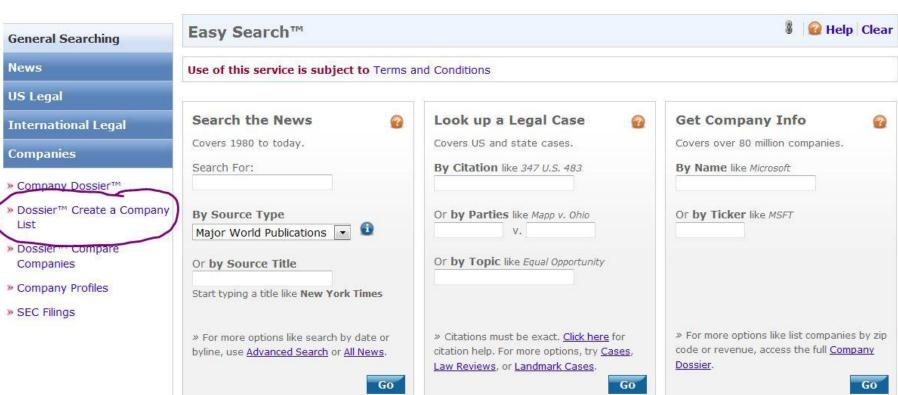
NATURAL POLYMER

Food Scientists and

#### LexisNexis® Academic



#### LexisNexis® Academic



HOLING

#### LEXISINEXIS ACAUCITIC

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Find a Company Create a Compan		?
550) 1	es of the companies you are looking for, then click Create to see a list of companies that match your criteria.	
dear Form	Currency Conversion US Dollars (USD)	
Company Type	All Companies   ✓ Only show headquarters locations  ✓ Cree	ate
Sales/Revenue	Above Below	
Employees	From To	
SIC Code	SIC Lookup  Search Primary SIC Codes	
NAICS Code	Search Primary and Secondary SIC Codes      NAICS Lookup      Search Primary NAICS Codes	
	Search Primary and Secondary NAICS Codes	
Search	Business Description ▼ For	

#### LEADINEAD / LAUCHIIL Company Executive Industry Upload a List Find a Company Create a Company List Compare Companies SIC Lookup Option 1: Find an Industry or Standard Industry Classification (SIC) Code Industry / SIC Code: Type a complete or partial Industry name (e.g., Metal) Cancel Option 2: Explore SIC Division Structure Division A: Agriculture, Forestry, And Fishing Division B: Mining Division C: Construction Division D: Manufacturing Division E: Transportation, Communications, Electric, Gas, And Sanitary Services Division F: Wholesale Trade Division G: Retail Trade Division H: Finance, Insurance, And Real Estate Division I: Services Division J: Public Administration

#### c/1101 10/110 / 10000c///

#### SIC Lookup

#### Option 1: Find an Industry or Standard Industry Classification (SIC) Code

Industry / SIC Code:



Type a complete or partial Industry name (e.g., Metal)

#### Option 2: Explore SIC Division Structure Clear All

- Division A: Agriculture, Forestry, And Fishing
- Division B: Mining
- Division C: Construction
- Division D: Manufacturing
  - H Major Group 20: Food And Kindred Products
  - Major Group Z1: Tobacco Products
  - Major Group 22: Textile Mill Products

  - Major Group 24: Lumber And Wood Products, Except Furniture
  - Hajor Group 25: Furniture And Fixtures
  - Major Group 26: Paper And Allied Products
  - Hajor Group 27: Printing, Publishing, And Allied Industries

  - Major Group 29: Petroleum Refining And Related Industries
  - Major Group 30: Rubber And Miscellaneous Plastics Products
  - Major Group 31: Leather And Leather Products





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#### Lexisinexis Academic

#### SIC Lookup

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	Type a complete or partial Industry name (e.g., Metal)
Option 2: Expl	ore SIC Division Structure Clear All
Division A	: Agriculture, Forestry, And Fishing
Division B	: Mining
Division C	: Construction
Division D	: Manufacturing
⊟ M	lajor Group 20: Food And Kindred Products
	Ⅲ ☑ Industry Group 201: Meat Products
	Industry Group 204: Grain Mill Products
	Industry Group 205: Bakery Products
	🛨 🔲 Industry Group 206: Sugar and Confectionery Products
	Industry Group 207: Fats and Oils
⊞ M	Major Group 21: Tobacco Products
+ M	Tajor Group 22: Textile Mill Products

P Find

✓ **OK** Cancel

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Revenue ees	All Companies  Only show headquarters locations  Above Below To	
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Company Executive Industry Upload a List

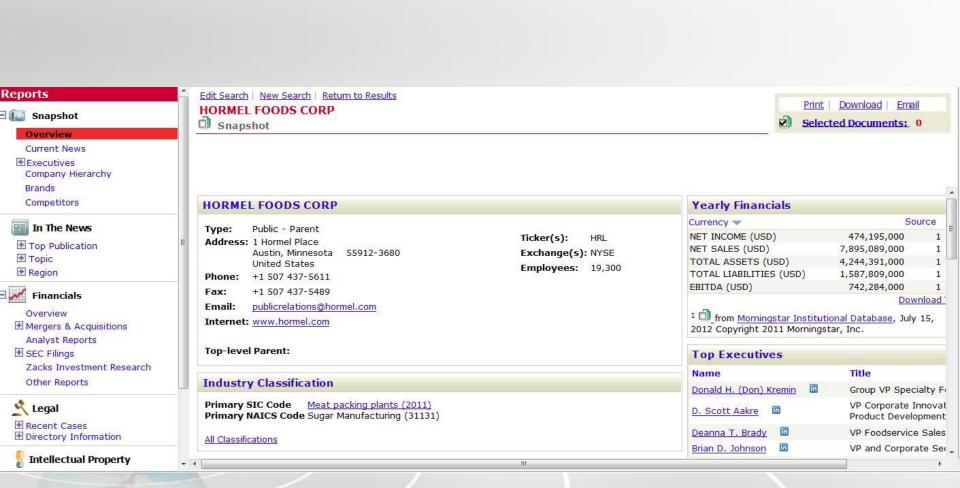
#### Your Company List - Preview

Edit Search New Se

Your search found 16437 companies. Click "Next: Customize List" to customize your results.

Next: Customize Lis

Company Name	Street Address	Company Type	Headquarters	Dossier ID
1. HORMEL FOODS CORP (HRL)	1 Hormel Place, Austin, Minnesota, United States	PUBLIC - PARENT	~	1003177
2. PILGRIM'S PRIDE CORP (PPC)	1770 Promontory Cir., Greeley, Colorado, United States	PUBLIC - SUBSIDIARY		1014152
3. <u>SANDERSON FARMS INC (SAFM)</u>	127 Flynt Rd., Laurel, Mississippi, United States	PUBLIC - PARENT	~	1010811
4. SMITHFIELD FOODS INC (SFD)	200 Commerce St., Smithfield, Virginia, United States	PUBLIC - PARENT	~	1009866
5. SARA LEE CORP (SLE)	3500 Lacey Road, Downers Grove, Illinois, UNITED STATES	PUBLIC - PARENT	~	1016280
6. TYSON FOODS INC (TSN)	2200 Don Tyson Pkwy., Springdale, Arkansas, United States	PUBLIC - PARENT	~	1019962
7. <u>AUSTRALIAN AGRICULTURAL CO LTD (AAC)</u>	Level 1 Level 1, 299 Coronation Drive, Milton, Milton, Australia	PUBLIC - PARENT		23551963
8. <u>BANVIT BANDIRMA VITAMINLI YEM SANAYII A S</u> ( <u>BANVT</u> )	Bandirma Balikesir K.Yolu,,8.Km Omerkoy Sapagi Bandirma, Balikesir, TURKEY	PUBLIC - PARENT		23551430
9. BEST CUT LTD (BCH)	PO BOX 268, FLORIDA HILLS, GAUTENG, SOUTH AFRICA	PUBLIC - PARENT		23550035
10. BRIDGFORD FOODS CORP (BRID)	1308 N. Patt St., Anaheim, California, United States	PUBLIC - PARENT	~	1035744



### Collaboration continued....

#### **Employer Resources**

- Employer's Guide to Hiring International Students
  - Posted on CES website
  - Updated by ISSS staff each year
- NAFSA's:
  - What Employers Should Know About Hiring International Students
    - http://www.nafsa.org/uploadedFiles/NAFSA\_Home/NAFSA\_Regions/R egion\_XII/hiringisss.pdf

#### **New Staff Training**

Attendance at ISSS workshop for Non-Advisors, OPT, and H-1B



## Ideas for Future Collaboration

- Provide handouts from ISSS side to help students communicate with employers about work authorization.
  - Samples of dialogue
- Educating employers directly



## Thank You for attending this workshop!

We will now open it up to questions and discussion.

