

FINDING A JOB: ADVISING INTERNATIONAL STUDENTS IN THE JOB SEARCH

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Current Picture of US Employment

- As of May 2010
 - 15 million people in the US were unemployed
 - 8.8 million people in the US were employed part-time for economic reasons - hours cut or unable to find employment
 - 9.7 thousand people, age 16-24 were unemployed
 - 8.4 thousand people, age 25+ were unemployed.
 - 4.7 thousand people with a bachelor's degree or higher were unemployed, mostly unemployed for 27+ weeks
 - 22,125 people, age 16+, foreign born were employed and 2,085 were unemployed

Current Picture of US Employment

- Good news – employment is up for 2010 grads:
 - 24.4% of 2010 grads have jobs, up from 19.7% in 2009
 - Fields most likely to receive offers were accounting, business administration, computer science, engineering, and math
 - 27.4% of 2010 grads are looking at grad or professional school as a post-graduation option, up from 25.6% in 2009

Current Picture of International Students in the US

- 583,959 students in active status in SEVIS
- In Indiana there are 12,125 in active status in SEVIS
- In 2009, the top three fields of study were Business & Management, Engineering, and Physical & Life Sciences (Open Doors, 2010).

Employment Options for F-1 International Students

- On-campus
- CPT
- OPT
- Economic Hardship



OIS Approach to F-1 Employment

- On-campus
 - Introduced at new student orientation.
 - Direct students to online job postings.
- CPT
 - Introduced at new student orientation.
 - OIS keeps academic advisors on campus informed of regulatory requirements
- OPT
 - Introduced at new student orientation.
 - Weekly information sessions.
 - Some department specific information sessions.
- Severe Economic Hardship
 - Generally avoided.

Pre-grad Employment

- For on-campus and CPT experiences we advise/direct students to:
 - Our campuses career services (in-person, websites, courses)
 - Academic advisors/departments who may have listings of jobs
 - Per-semester job fairs and internship fairs
 - Emails from our office about opportunities

Post-grad Employment

- For OPT employment we advise/direct students to:
 - Attend our OPT information session (moving to online sessions)
 - Provide prospective employers with information on benefits of hiring internationals (a part of our OPT packet)
 - Strategize ways to maintain OPT status:
 - Unpaid work in field of study – talk to academic department about opportunities, look for internships

Hiring Internationals

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Fast Facts

- 2009-10 Foreign Student Enrollment: 4608*
- Primary Majors:
 - Business—30%
 - Performing Arts—7%
 - Computer Sci—5%
 - Social Sciences—7%
 - Education—6%
- Graduating seniors—11%
- Projected Internship candidates (grad & undergrad)—up to 3,000 students

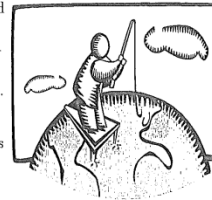
*Represents Bloomington campus only. System-wide enrollment: 6344

Step-by-Step

- ✓ Include international students in your applicant pool
- ✓ Interview them just as you would Americans
- ✓ Ask student about work permission
- ✓ Rely on the student to obtain the necessary permission
- ✓ Enjoy a productive, dedicated, reliable new professional

Expanding Your Candidate Pool

Indiana University is attracting and educating a record number of international students. In light of current unemployment figures, hiring these international students would be an effective way to fill open positions with qualified, educated, highly-motivated personnel.



In the 2009-2010 academic year, international student enrollment at Indiana University-Bloomington is at a high of 4,608, an increase of 7% from the previous year. Over 30 percent of these students are in the Kelley School of Business, with the remainder scattered among all majors. As a group, they perform well in terms of the grades they earn (Undergraduate GPAs averaging 3.1, on a 4-point scale). The skills needed to perform at this level would be an asset to any company.

If your company is thinking globally, these students provide the staffing you need. In *Capitalizing on the Global Workforce* (1997) Schell & Solomon present six basic characteristics of successful global workers: acceptance, knowledge, positive emotions, lifestyle, interaction and communication. International students fit this profile perfectly. Companies that are globalizing can use student cross-cultural expertise, as well as the personal characteristics that made them successful in the US. If they return to their home countries, businesses will have local contacts at least, on-site overseas employees at best, and international liaisons in any case. It's a win-win situation!

Employment Options

International students are eligible for internships (pre or post-graduation), or short-term employment (up to a year) with virtually no requirements placed upon the employer.

With a little more effort and minimal expense, employers may hire international students for up to six years (in three-year blocks).

If, at any point, the employer wishes to sponsor an international for a more permanent position, that, too, is possible. These transitions from one visa status to another can be seamless, if both employer and employee think ahead. Please see the hiring chart on the next page.

Do you get long-term commitments from your current employees?

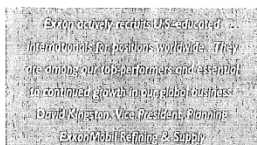
Visa Regulations Pertaining to Hiring Foreign Nationals

| Employment Type | Maximum Length Of Employment | Visa Type | Student Eligibility | Employer Requirements |
|---|--|--|--|--|
| Internships, some research positions, prior to graduation | PT (20 hrs) for unlimited time period, most students OR FT, for 12-18 months (J-1) | Academic or Curricular Practical Training | Work must relate to a course or satisfy a graduation requirement. Must be related to academic program. | Provide job description and, in some cases, internshipship evaluations. |
| Post Graduation Employment | FT, 12 months OR FT, 18-36 months for some grad students, cumulative w/above | Optional Practical Training (F-1) Academic Training (J-1) | Graduating Students Coursework completed | Provide job description. |
| Non-immigrant Work Visa | five years 3 yrs., renewable for up to 6 years Three years, renewable | J-1 researcher/professor H-1B (temporary worker) Cap issue TN (NAFTA partners) | Bachelor's degree minimum | F-1's apply to DOL & DHS, may require attorney services; 3-4 month process.* No requirement that Americans be recruited or preferred. \$1500 fee J-1's quick and free! |
| Immigrant Visa | No limits | Permanent Resident or "Green Card" | Immigrating students or grads, varies | Sponsorship, working thru DOL & DHS, is possible. |

* Premium processing is now available. For an additional fee of \$1,000, H-1B's can be processed in 2 weeks.

Valuable Assets

By completing a course of study at an American institution, international students demonstrate a wide variety of skills. They are completely bilingual, and many speak multiple languages; they have adapted to life in another culture; they have excelled academically, and have lived independently. They possess a sense of determination and tenaciousness, and, whether they are planning to remain in the US long-term, or return home after gaining significant experience, they are driven to build skills and succeed at the highest levels. They are often well-networked in their home countries and can assist companies who are globalizing.



Aren't these precisely the qualities you're looking for in your candidates?

Indiana University Resources

Ready to review some international student resumes? Do you have additional questions on the hiring process or visa regulations? We're ready to help!

Contact the appropriate career center (www.indiana.edu/~cppdirs/cppdir.htm) as your first step. Let them know that you would like to include international students in your recruitment process.

If you have a specific need, contact the Office of International Services (OIS) at 812-855-9086, or Lschrade@indiana.edu about accessing specific nationalities or majors.

Visa questions? If we can't answer your question at OIS, we will refer you to an appropriate source of information.



INDIANA UNIVERSITY

Prepping for the Workforce

- Upcoming half-day workshop on employment
- Other recommendations to our students:
 - Meet with academic advisor often & early
 - If unsure of major/field of study, seek out syllabi from various professors and/or do informational interviews with professors about various majors
 - If interested in various types of work, shadow and/or do informational interviews
 - Utilize new media (Facebook, Twitter, etc.)
 - Remind international students of the benefit of their global perspective they bring to the workforce

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- If you would like a copy of this presentation, please email me at mmetzcar@indiana.edu.