



International Students' Needs and Their Impact on Career Services

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Introductions



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Goals

To Help Career Services Professionals:


- ✦ Gain an awareness of international students expectations
- ✦ Address international students' unique needs
- ✦ Collaborate with other campus offices that work with international students and with internship employers

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 *Managing Students' Expectations*

- ✦ Cultural transition from home country to U.S.
- ✦ Cultural context/parental guidance



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 ***IDENTIFYING BARRIERS
FACING CAREER CENTER
UTILIZATION***


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 *Barriers to Utilization Include...*

- ✦ International students' perception of career centers
- ✦ Timing of career center information provided
- ✦ Career center locations—physical and online

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 *Some Suggested Counselor Interventions*

- ✦ Establish relationships early in college career
- ✦ Holistic counseling approach
- ✦ Learn how to market themselves

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 *Some Ideas*

- ✦ Networking opportunities
 - ▣ International student ambassadors
 - ▣ International student groups
 - ▣ Pair with student mentors
 - ▣ Career Center open house
 - ▣ Panel discussions – included in resources
- ✦ Dedicated Career Center Services orientation
 - ▣ Spread out information over time
- ✦ Be specific about access to services based on location and hours



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 ***CULTURAL PREFERENCES AND THEIR IMPACT ON THE JOB & INTERNSHIP SEARCH***

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 *Cultural Preferences*


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 *Cultural Preferences*

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 *Cultural Preferences Around the World*

Low Context	High Context
✦ Individualistic	✦ Collective
✦ Logical	✦ Intuitive
✦ Time-conscious	✦ Time-savoring
✦ Task-oriented	✦ Relationship-oriented

Generalizations vs. Stereotypes

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Cultural Preferences Around the World
Low vs. High Context

LOW	MEDIUM	HIGH
- Northern European - Swiss	- White American Male - White American Female	- Southern European - Middle Eastern - East Indian - Asian - African-American - Hispanic/Latino - Native-American - Hmong

Based on Edward T. Hall's Continuum of Low to High Context in Cultures

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Cultural Preferences' Noticeable Impact Is On Communication

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Effects on the Job/Internship Search?

- ✦ Informational/Job interviews/Career Fairs
 - ❑ Answers questions indirectly
 - ❑ Doesn't get to the point fast enough
 - ❑ May interject comments at the wrong time

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 *Non-Verbal Communication*

Direct Eye Contact



= disrespectful; may have other connotations




= self-confidence; trustworthiness

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 *Ideas to Help*

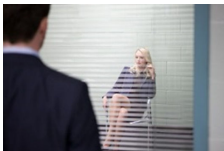





It's just different

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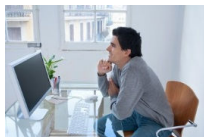
 *Ideas to Help*





Feedback is critical

- <https://career.berkeley.edu/IntnlStudents/IS-interview>
- <http://www.engr.utexas.edu/ecac/yourcareer/help/123-internationalinterview>




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 *Workshops and Presentations*




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 ***LANGUAGE CONCERNS AND THEIR IMPACT ON THE JOB SEARCH***


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 *International Students have trouble with*




- ✦ Accents/pronunciation
- ✦ Formality
- ✦ Inability to understand slang, jokes, etc.
- ✦ Grammatical errors
- ✦ Long-winded narrative in resumes

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 *Explain and Avoid*

- ✦ Americans use a lot of slang in speech
- ✦ Humor and sarcasm are common, interpret positively
- ✦ Use of abbreviations in speech is common; ask for clarification if not certain




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 *Ideas to Help*

- ✦ Join or participate in Toastmasters
- ✦ Find native English-speaking partners
- ✦ Individual college programs (Networking Programs, ESL, Writing Centers, etc.)
- ✦ Always mention these resources in your workshops

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 ***HOW TO HELP INTERNATIONAL STUDENTS UNDERSTAND US CULTURE***

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Share Key US Beliefs

- ✦ Equality & respect of individual
- ✦ Multiethnic & multicultural nation
- ✦ Proud of country & welcoming attitude

Examples to consider:

1.) Learn to understand their U.S. internship experience by writing a report about it and discuss it with a counselor or fellow domestic students.

2.) Reflect upon their experience with a U.S. employer while on a CPT or OPT work assignment.

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Clarify Social Attitudes & Customs

- ✦ Independent, practical, work-oriented
- ✦ Men and women on equal footing
- ✦ Deal with conflict openly and directly
- ✦ Beliefs are a private matter and are tolerated
- ✦ Greet people with a firm handshake
- ✦ Say "please" and "thank you"
- ✦ Express gratitude to others
- ✦ Relaxed table manners

Examples to consider:

- 1.) International student panels focused on this topic
- 2.) Workshop on U.S. Culture and the Hiring Experience.



Explain The Role of Informational Interviewing and Networking

- ✦ Offering Value To Others
 - ☒ Credible
 - ☒ Likeable
 - ☒ Helpful
- ✦ Mutually beneficial—not a favor

Suggestions to consider:

- 1.) Provide a guest speaker on the topic
- 2.) Connect students to the LinkedIn alumni group

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 *Educate Interviewing Etiquette*

- ✦ Punctuality is essential
- ✦ Display confidence, optimism, team-orientation
- ✦ Make direct eye contact, firm handshake
- ✦ Claim credit for your accomplishments
- ✦ Employers seek positive, upbeat, energetic employees

Consider: Video interviewing, speed networking, elevator pitch



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 *Ideas to Help*

- ✦ Incorporate coaching ideas from the employer's perspective
- ✦ Include employers in workshops to address these specific social attitudes and customs
- ✦ If available, utilize Going Global. It has a section on US culture
- ✦ Invite international students to programs on etiquette and attire

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 ***WORKING WITH OTHER OFFICES & EMPLOYERS***


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Some examples

- ✦ International Students Office
- ✦ Student Life or Affairs Office
- ✦ Dean's Office
- ✦ Residence Life Office
- ✦ Multi-Cultural Office


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Visa Options

- ✦ Optional Practical Training – OPT
- ✦ Curricular Practical Training – CPT
- ✦ H1-B – work visa status

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Employer Connection

- ✦ Educate employers on value of int'l students to their organization
- ✦ Explain how easy it is to hire int'l students for internships, i.e. OPT, CPT
- ✦ Connect potential employers to those who have hired int'l students as interns
- ✦ Educate int'l students on how to market themselves to employers using OPT or CPT

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Resources

- ❖ International Office on your campus
- ❖ [Toastmasters International](#)
- ❖ [Myvisajobs.com](#)
- ❖ [GoinGlobal – Cultural Advice](#)
- ❖ [Adjusting to American Culture](#)

- ❖ [Power Ties- The International Student's Guide to Finding a Job in the United States](#), Dan Beaudry
- ❖ [3 Steps To Your Job In The USA](#), Steven Steinfeld with Yingping Huang

(Books available on Amazon.com)


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Possible Student Panel Questions

- ❖ What is the most challenging aspect of attending college in the United States?
- ❖ What are some of the benefits you are deriving from this experience?
- ❖ What do you wish you could have done differently?
- ❖ How could others have been more helpful?

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Q & A

- ❖ Some questions to consider:
 - 1.) How have you connected with **other campus offices** that assist international students?
 - 2.) How have you been involved in the **orientation** of international students on your campus?
 - 3.) How are you **connecting to potential internship employers** for international students hiring options?

What questions do you have of us?

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