Job Outlook

- The economy is showing signs of growth from fall in 2008-2009
- The hiring outlook for 2012 is positive in all regions of the U.S. with employers expecting to hire 24.2% of international students. This percentage is up over the past two years.
- International Student hiring is still weak, in part due to visa requirements.

International Hiring Plans By Year
International Hiring Plans By Industry

<table>
<thead>
<tr>
<th>Industry</th>
<th>% of respondents who will hire</th>
</tr>
</thead>
<tbody>
<tr>
<td>Information</td>
<td>100.0%</td>
</tr>
<tr>
<td>Computer &amp; Electronics Mfg.</td>
<td>40.0%</td>
</tr>
<tr>
<td>Engineering Services</td>
<td>40.0%</td>
</tr>
<tr>
<td>Misc. Support Services</td>
<td>40.0%</td>
</tr>
<tr>
<td>Accounting Services</td>
<td>37.2%</td>
</tr>
<tr>
<td>Misc. Prof. Services</td>
<td>37.2%</td>
</tr>
<tr>
<td>Oil &amp; Gas Extraction</td>
<td>30.3%</td>
</tr>
<tr>
<td>Management Consulting</td>
<td>21.4%</td>
</tr>
<tr>
<td>Utilities</td>
<td>18.2%</td>
</tr>
<tr>
<td>Chemical (Pharmaceutical) Mfg.</td>
<td>13.3%</td>
</tr>
<tr>
<td>Construction</td>
<td>12.3%</td>
</tr>
<tr>
<td>Retail Trade</td>
<td>12.3%</td>
</tr>
<tr>
<td>Government</td>
<td>12.3%</td>
</tr>
<tr>
<td>Finance, Insurance &amp; Real Estate</td>
<td>12.2%</td>
</tr>
<tr>
<td>Misc. Mfg.</td>
<td>5.9%</td>
</tr>
</tbody>
</table>

Challenges

- Perceived Hiring Complexities
- Communication skills
- Employment Restrictions
  - H1B Cap
    - 65,000 in 2012
    - 65,000 in 2011
    - 65,000 in 2010
    - 195,000 in 2003

Hiring by Region

![Chart depicting hiring plans by region](chart)
Steps to an Effective Job Search

1. Begin with the end in mind
2. Do your research
3. Prepare
4. Contact Employers

Begin with the end in mind

- Choose your major wisely (Engineering and Information Technology 2012)
- Develop technical skills
  - Computer
  - Quantitative
  - Scientific
- Gain relevant experience

Do Your Research

- Understand immigration laws & employment eligibility
- Research companies who hire international students and sponsor H1B visas
- Target organizations that do business abroad (especially with your home country)
Going Global

Prepare

• Resume
• Cover Letter
• Interviewing Skills

Resume Tips

• Resume should be BRIEF
• Explain your skills:
  – Language
  – Working/living abroad
  – Ability to adapt to various cultures
  – Communication (presentation, translation)
• Translate educational experiences (GPA)
• Provide a frame of reference for unfamiliar accomplishments
  – Ex: Attended #1 research institution in China
• Highlight English/Communication courses completed
• Emphasize cultural background, if relevant to the company
• Optimalresume.com
Resume Tips
On your resume, do NOT include:
- personal information
  - Age, marital status, social security number, religion, birth date, or personal photo
- TOEFL Scores
- Employment status
  - Include in cover letter
- irrelevant information
DO NOT
- Use a generic template
- Make the resume too long
- Make your resume hard to read

Interviewing Tips
• Do your homework!
• Be aware of cultural barriers
• Be ready to educate the employer on visa requirements & how to renew it
• Be ready to explain the advantages to hiring you & why you are the best candidate for the job
• Do not divulge personal information such as marital status or age in an interview

Interviewing Tips
• Non-verbals are critical:
  – Eye-contact
  – Physical Distance
  – Appearance/Dress
  – Manners (handshake, posture, etc)
• Follow up
  – Hand-written thank you note
• Practice makes perfect!
  – Sign up for a mock interview with Career Services today
Contact Employers

- HIREsooner (Career Fairs, Library)
- Going Global

Job Search Tips

- Market yourself positively
- Understand the visa process
- Expand your job search and be flexible
  - Location: larger firms more willing
  - US firms with branches abroad
  - Opportunities in your home country
- Improve your communications skills
  - Take communication classes
  - Joining a student organization
- Network with faculty, friends, and alumni to hear of opportunities
  - Join a professional association

Common Cultural Barriers

- Self-promotion
- Directness in communication
- Self-Disclosure
- Career Self-Awareness
- Individual responsibility in finding employment
- Informality in the Interview Process
- Punctuality
- Effective letters of Application and Resumes
- Individual equality
- Knowledge of organization prior to interview
Frequently Asked Questions

• Should I include my visa status on my resume?
• What questions are illegal for an employer to ask?
• If a company says they don’t hire international students, should I even apply?

Online Resources

• Career Information Center
• HIREsooner.com
• International Student Services
• Links:
  – www.internationalstudent.com
  – www.istudentcity.com
  – www.ihipo.com

Career Services is here to help!

For additional information, please contact:
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