

Career Considerations for International Students



The job search process can be challenging, in general, for all college students but international students may likely experience additional unique challenges that could influence their future careers. The Kutztown University Career Development Center acknowledges these challenges and provides assistance and resources to help you meet your career goals.

IDENTIFYING POTENTIAL EMPLOYERS

Supportive international employee policies and workplace cultures are linked to greater job commitment, improved workplace relationships, and increased job satisfaction.

Examples of what to look for in a supportive employer:

- Non-Discrimination Policy
- Diverse and inclusive employee population
- Employers who have previously petitioned for H1-B visas
- Employers that are multinational companies

Helpful websites and resources:

- Kutztown University International Student Services: <https://www.kutztown.edu/international>
- U.S. Department of State: <https://travel.state.gov/content/travel/en/us-visas.html>
- Employee Rights Toolkit: <https://www.e-verify.gov/employees/employee-rights-toolkit>
- Employment website for foreign workers: <https://www.myvisajobs.com>
- US-based OPT CPT job portal: <https://www.optnation.com>
- Goin' Global: <https://online.goinglobal.com/user/login>

DO'S & DON'TS

DO's

- Research your career options and identify industries or fields that would be of interest to you
- Understand employer expectations for the hiring process
 - Have your resume and cover letter reviewed by the Career Development Center
 - Prepare for interviews by doing practice interviews with the Career Development Center
 - Network with peers, professors, and professionals. Use LinkedIn groups to connect.
- Identify organizations that are supportive to international students by researching company websites, job listings, and resources for international employees
- Research and prepare any necessary documents like visas and passports
- Develop your English language skills
- Do mention your one-year or three-year OPT in your cover letter
- When searching job boards (i.e. Indeed.com, etc.) search on key words such as "international, OPT, H1B visa, or your home country language"

DONT's

- Don't be afraid to look elsewhere for a job if you feel uncomfortable about a situation. Over time, identity in the workplace can impact physical and mental health, productivity, job satisfaction, and/or relationships.
- Don't feel pressured to tell employers your visa type, country of citizenship, or nationality

Schedule a career coaching appointment via Handshake (www.kutztown.edu/handshake) to further discuss how being an international student relates to your career. We welcome all questions and look forward to supporting you throughout your time at Kutztown University and as alumni. Email careerhelp@kutztown.edu or call 610-683-4067.

RESUMES AND COVER LETTERS

Your resume and cover letter allow you to tell the employer what you can do for them with your qualifications. It is important to convey the skills and experience transferable to their position.

- o Develop a list of transferrable skills and technical skills. Transferrable skills such as leadership, discipline, strong work ethic, and teamwork are often wanted by recruiters.
- o Include any relevant experiences on a resume such as student clubs, organizations, research, student leadership, volunteering, internships, language skills, and multi-cultural awareness.

International Employee Friendly Employers 2021

The H1-B Visa Sponsor report is published each year by myvisajobs.com, which compiles data from government agencies and other sources for international workers seeking employment in the United States.

| Rank | H1B Visa Sponsor | Number of LCA * | Average Salary |
|------|--|------------------------|----------------|
| 1 | Cognizant Technology Solutions | 28,612 | \$88,578 |
| 2 | Amazon | 14,308 | \$136,844 |
| 3 | Tata Consultancy Services | 11,934 | \$87,427 |
| 4 | Google | 9,799 | \$149,177 |
| 5 | Infosys | 9,502 | \$92,451 |
| 6 | Ernst & Young | 8,950 | \$123,228 |
| 7 | Deloitte Consulting | 8,056 | \$116,662 |
| 8 | Microsoft | 8,004 | \$145,354 |
| 9 | IBM | 6,649 | \$111,955 |
| 10 | Accenture | 6,103 | \$131,247 |
| 11 | Capgemini | 5,842 | \$97,522 |
| 12 | Facebook | 4,642 | \$172,049 |
| 13 | Hcl America | 4,149 | \$97,066 |
| 14 | Apple | 3,660 | \$162,691 |
| 15 | Tech Mahindra | 2,733 | \$88,986 |
| 16 | Jpmorgan Chase | 2,584 | \$126,320 |
| 17 | Wipro | 2,384 | \$78,921 |
| 18 | Compunnel Software Group | 2,167 | \$103,361 |
| 19 | Wal-Mart Associates | 2,138 | \$123,413 |
| 20 | Larsen & Toubro Infotech | 2,005 | \$93,839 |
| 21 | Salesforce.Com | 1,954 | \$126,812 |
| 22 | Atos Syntel | 1,704 | \$91,541 |
| 23 | Randstad Technologies | 1,672 | \$113,965 |
| 24 | Deloitte & Touche | 1,509 | \$81,018 |
| 25 | Synchro | 1,350 | \$102,246 |