

Improving Career Services to International Students

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The CASVE Cycle in Program/Resource Development for International Students

1) **Communication:** Understanding Gaps in Service

- ❖ Are we meeting the needs of international students with consideration to our mission statement?
- ❖ What gaps in services or resources exist?
- ❖ What specific concern do you want to focus on?

2) **Analysis:** Gathering Information

- ❖ Consider sources of the problem
- ❖ Assess your organization
 - What are my existing career resources?
 - Who are the major decision makers and how can we get them on board?
 - What are my limitations? (e.g. staff, funding, time, facilities)
- ❖ Other possible collaborators (on-campus or otherwise)

3) **Synthesis:** Expanding and Narrowing Options

- ❖ Elaboration:
 - List existing services that could be enhanced to solve the problem (e.g. in-house, other campus offices or within community)
 - List new services, resources, and/or programs which could be implemented
- ❖ Crystallization:
 - Learner Outcomes: What do we want the client to get from changes in services?
 - Process Goals: How might the organization need to change as a result of each proposed option?
 - Some things to consider:
 - Staff roles
 - Training
 - Funding, space, equipment, time frame
 - Evaluation
 - Pilot testing
 - Opening lines of communication with staff and stakeholders

4) **Valuing:** Weighing Pros & Cons

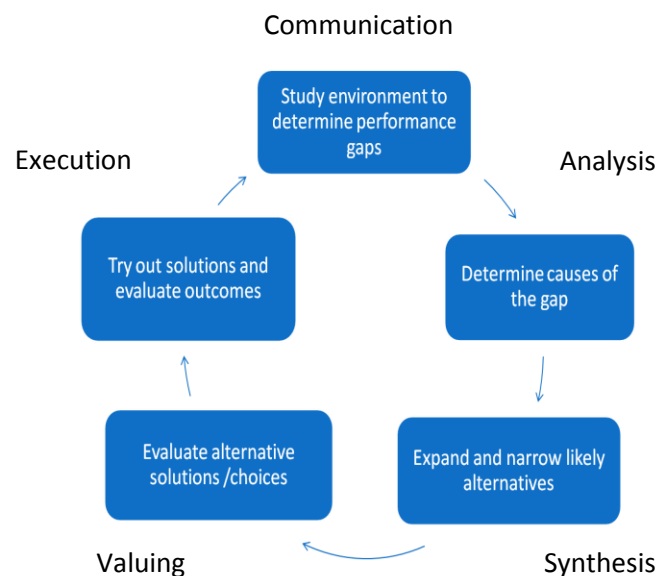
- ❖ Conducting costs/benefits analysis
- ❖ Select first choice
- ❖ Obtain feedback from stakeholders

5) **Execution:** Implementing a Plan

- ❖ Ex. Training staff, delegating individual tasks
- ❖ Conduct pilot testing if necessary

6) **Back to Communication:** Evaluating the Program

- ❖ Analyze data from Execution phase
- ❖ Adjust program as needed
- ❖ Communicate results with staff and stakeholders



Improving Career Services for International Students

Provide practice information and connections to language exams such as TOEFL
Assist with search for a part-time job and other work experience
Provide handouts that define and describe competencies values by employers
Run a job search club for international students
Provide written guides on job searching topics, possibly in student's language
Provide mock interviews to improve interviewing skills
Provide specialized help on recognizing appropriate and inappropriate interview questions for international students
Provide access to resources on employers that have previously hired international students
Provide specialized workshops such as "Job Searching for International Students"
Provide links to the news and job banks in the students' homelands
Assist in increasing student awareness of implications of academic success
Help student explore all factors weighing in on career decision
Explore external conflict as an important variable on career decision making
Assist with highlighting specialized technical skills, foreign language ability, and international employment experience
Improve familiarity with written and online resources for international students

Improving Career Counselors' Cultural Awareness for International Students

Recognize the heterogeneity of international students within the United States
Complete training in counseling from a culturally sensitive perspective
Improve familiarity with specific culturally sensitive assessments
Select staff or peer advisors from a similar cultural or language background
Move away from a "one size fits all" method of counseling
Utilize genograms to better understand multigenerational occupational and educational themes
Utilize a narrative approach to extract information such as feelings, family and cultural expectations, themes, etc.
Address acculturative stress concerns especially in students' sense of social, academic, and cultural competence
Manage international student expectations with regards to career counseling and resources
Use follow-up studies with university's international students to improve services
Be sensitive to and factor in the residency aspirations of their clients when offering career services

Improving Career Resources for International Students

Tailor resources for top majors and countries of origin for international students
Create a clothing closet (donated by organizations) for international students without dress clothes
Buy computer software that translates and facilitates students' access to job banks, etc
Buy subscriptions to newspapers, newsletters and journals from student's home
Provide referrals to on-campus departments (e.g. international center, writing center, counseling center, etc.)
Provide information on international on-campus student organizations
Provide information to local and regional cultural specific professional associations (e.g. Tallahassee Asian Engineers)
Provide database of international student alumni or work with Alumni Relations Department
Create a international student list serve on career center website
Designate specific career center liaison to international center to increase communication
Identify international student leaders who are willing and able to work with peers regarding career-related issues
Identify community members who work within international communities and are willing and able to work with students
Work with on-campus international groups to provide career services for members
Host panel of international students who have found employment in the United States
Invite employers experienced and willing to hire international students to job fairs
Invite lawyers with international and visa experience for a joint workshop

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**If you are interested in receiving an electronic version of the PowerPoint presentation, please contact:
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Notes
