

SOCIAL JUSTICE FOR INTERNATIONAL STUDENTS: ARE WE DOING ENOUGH?

A panel discussion led by:

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Rationale:

International students often bring specific and marketable skills that can be utilized in many employment settings. Unfortunately, language barriers and a lack of knowledge about hiring processes for international students can cause these students to be overlooked by many organizations or companies. This presentation will highlight tools, knowledge, and important tasks that international students can use to enhance their career development during and after college. It will also provide useful information for career practitioners to use when working with this population.

What We Know About International Students:

- Is what we know generalizable?
 - No!
 - That is what makes working with the populations represented in the “international student” group so challenging!
- Issues faced by this population
 - Adjustment Issues
 - Friends? Social interaction? Language barriers
 - Gender, ethnicity, social class, socioeconomic adjustment, cultural differences

What is Being Offered to International Students:

- Engagement
 - Holistic Approach
 - Programs/events to provide opportunities for international students to interact with American students
 - Nearly 80% of international students never step foot in an American home (Purdue University)
- Opportunities for professional development
 - Job fairs
 - Networking events
 - “Friends of Internationals” and related programs
- University Career Services provided for International Students
 - Individual appointments
 - Online services
 - Graduate School and Admission Policies
 - Employment Opportunities
 - Work Permit Policies
 - Assessment
 - Working in the United States
- Job Search Clubs
 - Support groups for international students
 - Led to higher self-efficacy, less information required regarding occupational choice

What do International Students Have to Say?

- Language barriers, acculturation stress, home sickness, and a lack of social support can play a role students’ assertiveness and self-esteem in host country
- Suggestions:

- Recognize that international students do not often seek help from formal counseling services
- Career centers and job service agency services may be sought out as a less formal avenue for seeking help
- Utilize the time to assist international students with job search strategies, interview skills and learning cultural norms in a work setting
- International students want to develop job search skills and learn more about what is available
- There is worry about major choice
 - Often discouraged or become disinterested in field of study

Implications for Practice:

- Provide opportunities for interaction between American and International Students
- Know what you can about:
 - Visas (F-1, J-1, H-1B)
 - Optional Practical Training (OPT) and Curriculum Practical Training (CPT)
- Be curious!
 - Ask about cultural differences and approaches to the job search and career development in general

Helpful Resources:

- Going Global
 - H1B Company Finder
- Hire Diversity
- EuroPages
- H-1B Visa Database Search Tool
- Uniworld
- Work, Study, Teach, Volunteer Abroad (coolworks.com/work-abroad)

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