Resources & Tools for International Students:

Job & Internship Search in the US

Your Job/Internship Search Checklist:

- **Understand your own visa.** F-1 and J-1 visas are student visas intended for education and training. They do come with “US work authorization” for internships, co-ops and some post-graduate work through Curricular Practical Training and Optional Practical Training (for F-1s) and Academic Training (for J-1s).
  - Connect with UMass’ [International Programs Office (IPO)] for detailed information and timing on applying for these programs. The laws are always changing and it is your responsibility to be aware of any restrictions, deadlines, and requirements.
  - **F1 Visa Holders must meet with Kimberly Figueroa, the Director of Internships in the Chase Career Center prior to submitting the CPT Eform for approval of credits or co-op status associated with a paid internship.**

- **Not-for-profit entities** (including many universities and hospitals) are H-1B visa cap exempt. Consider looking for a position in your field of study at one of these many organizations.

- Consider companies that may have **offices or subsidiaries from your country of origin**. These companies may have more of an interest in you. Use the “[Foreign Firms in the US” database](#) at the [UMass Amherst Library](#) to identify these companies.

- Consider **working in your home country** first and then trying to transfer through that company to a US branch office or subsidiary.

- **Recognize employers’ concerns about hiring international students.**
  - Be prepared to respond to: “You must be eligible to work in the US.” You do have US Work Authorization, so you can technically work for this company, but not if they also say, “We will not hire anyone who needs sponsorship now or in the future.”
  - HR recruiters do not always know that it doesn’t cost companies anything to hire international students for internships or full-time positions until the time comes to apply for the H-1B visa after 1 year’s work. Some recruiters may act as gatekeepers to their organizations. Be prepared for this.
  - Sponsoring an employee for an H-1B visa poses additional costs of $3-7000K per employee. Few small companies are willing to incur that cost.
  - Many companies use internships as the pipeline for full-time employees. If a company cannot sponsor an international student for an H-1B visa later, that company will most likely not take on a student for an internship.

- **Networking** is even more important to an international student than for a US citizen. International alumni who are currently working in the US could be your best contacts.
  - [LinkedIn](#): Did you know there are over 20,000 Isenberg School - UMass Amherst alumni on LinkedIn?
  - Talk with your professors and advisors.
Find US employers located in your country of origin or employers from your country of origin with US operations. Check out the “Foreign Firms in the US” database in the UMass Amherst on-line library databases: Directory of Foreign Firms Operating in the United States; Directory of American Firms Operating in Foreign Countries.

- **Highlight skills to potential employers that can be unique to international students:**
  - Enhanced cultural awareness/sensitivity to customs and cultural differences
  - Adaptability
  - Greater flexibility and receptivity
  - Ability to identify and achieve goals
  - Increased confidence, initiative and independence
  - Bilingual
  - Awareness of global economic and political issues and realities
  - General travel skills
  - Problem solving and crisis management skills

- **English Communication skills are crucial.** Use every opportunity to get practice and receive constructive feedback.
  - Go to the Channing L. Bete Communication Center, Isenberg Room 208 and make use of its resources to improve your writing and communication skills, if needed.
  - Utilize the resources at, and attend events sponsored by the UMass’ IPO office to practice English.
  - Practice your English skills by speaking up in class, making presentations, and expanding your circle of native English speaking friends.
  - Use US naming conventions when saving your resume in .pdf format. Use your whole name in the title, not just your first name, and do not use the word Resume first.

- **Read major business publications** from your home country. You may learn about some new opportunities happening in the US.

- **Use multiple job listing sites** including:
  - LinkedIn
  - GoAbroad.com
  - All of the job sites listed on the Chase Career Center’s Majors’ Job Boards under the Resources tab.

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