Connecting with Employers at Career Fairs for International Students

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September 2015
Warm-up Activity

1. Form small groups of 3-4
2. Introduce yourself: name, country of origin, major, career field(s) of interest
3. Share your experience of going to career fairs:
   a. General impressions?
   b. What did you find helpful?
   c. What did you find challenging?
4. What questions do you want to discuss today?
Overview

• Career fairs: before, during & after
• Upcoming career events, programs
• Career services and resources for international students
• Questions
U.S. Job/Internship Search

Passive Job Search vs. Active Job Search
Passive vs. Active Job Search

Passive Job Search
• Relying only on online postings
• 1 resume for all jobs
• Sending resume, not following up and waiting
• Easiest and most comfortable but LEAST effective

Active Job Search
• Using MULTIPLE methods
• Target specific companies
• Interact with peers, professionals, recruiters in career field
• Takes more time and energy, but MUCH MORE effective
FALL 2015
CAREER & GRADUATE SCHOOL FAIRS

AUG 27 | Investment Banking Forum
6 - 8 p.m.
📍 Clark Kerr

SEP 3  | Consulting Forum
6 - 8 p.m.
📍 Pauley Ballroom

SEP 9  | EECS Career Fair
Noon - 4 p.m.
📍 Pauley Ballroom

SEP 10 | Big 4 Forum
5 - 8 p.m.
📍 Pauley Ballroom

SEP 15 | Cal Career Fair • Business/Public Service
11 a.m. - 4 p.m.
📍 Pauley Ballroom

SEP 16 | Cal Career Fair • Engineering/Tech
11 a.m. - 4 p.m.
📍 Pauley Ballroom

SEP 17 | Cal Career Fair • Tech/Business
11 a.m. - 4 p.m.
📍 Pauley Ballroom

SEP 18 | Cal Career Fair • Engineering/Tech
11 a.m. - 4 p.m.
📍 Pauley Ballroom

OCT 1  | Law & Grad School Fair
11 a.m. - 3 p.m.
📍 Dwinelle & Wheeler Plazas

OCT 14 | Early Bird Internship Fair
Noon - 4 p.m.
📍 Pauley Ballroom

OCT 15 | Masters & PhD Career Fair
Noon - 4 p.m.
📍 Pauley Ballroom

OCT 28 | CEE Career Fair
4 - 7 p.m.
📍 Pauley Ballroom

Fairs are open to currently registered students and Career Center Alumni Advantage members.

For details about fair attendees visit callisto.berkeley.edu

Callisto

Berkeley UNIVERSITY OF CALIFORNIA
Career Fairs? What’s the Point?

Your chance to:

• Meet with employer representatives from companies that want to hire Cal students
• Explore opportunities
• Connect and have 1-on-1 conversations with employers
• Have your resume stand out
• Build contact at company = networking!

What they are NOT:

• Chance to submit applications
• Company freebie shopping time
• Something you just “stop by” and check out
• A strategy with immediate results (sometimes, but not always!)
Our international students’ thoughts on career fairs

“Attend the career fair and information session: talk to people you are interested in and ask questions in order to know what the day-to-day job is, and better understand the business culture.” MC ‘15

“The best job fair conversation I had was with a manager at my current company, talking about Psychology of Sleep class I had taken - and I wasn't nervous at all because at first I had no idea she was a manager, who actually was the designated interviewer!” SR, ‘13
Career Fairs - Before

1. Which companies do I approach?

- Be realistic on # of employers to visit
- Diversify types of companies
  - Multinational companies
  - Large brand name
  - Smaller, mid-size companies
  - Later stage start-ups
- Arrive early
2. Which employers are coming? Check Callisto.

- Research, research, research!
  - Company website
  - Google search in News
  - LinkedIn
  - Vault on Callisto
  - Your peers

- Think about:
  - Why that company?
  - Why that position?
Career Fairs - Before

3. Who will I meet?

- HR Recruiters
- Hiring Managers
- UCB Alumni
- Future colleagues
- Future Supervisors
Career Fairs - Before

4. Prepare Materials

- Resume
  - Bring many copies
- Name tag
  - Update academic profile on Callisto
- Project images (if applicable)
- Business card (if you have one)
Career Fairs - Before

5. Build your confidence

- Get to know:
  - Yourself
  - Academics
  - Resume content
  - Career interest/goal
  - Types of available position
  - Company
- Practice talking about yourself
- Understand fit and explain to employer
Career Fairs - Before

6. Should I reveal my international student status at the Career Fair?

- No one perfect time to reveal during recruiting
  - But must reveal before interview process ends

- Even if an employer is unable to hire international students for a position, making a positive impression could lead to referrals to other locations, companies, etc.

- Know your work authorization benefits

- Ultimately it’s your decision of when and how
Career Fairs - Before

7. Has this employer hired international candidates before?

- www.myvisajobs.com & GoinGlobal on Callisto
  - Research a company’s history of petitioning H-1B employment visa
  - Look at position titles and occupation areas
  - Petition counts, NOT approvals

UC Berkeley International Student & Alumni Network
Career Fairs - Before

8. Practice your elevator pitch

What NOT to say…

A better approach…
Career Fairs - Before

8. Practice your elevator pitch

- A quick professional self-introduction:
  - Start w/a firm handshake, eye contact and a genuine smile
  - Name
  - Major, level of studies
  - Previous relevant experience
  - Experiences and professional interests
  - What you are looking for
  - Why interested in company/position – show interest & enthusiasm
  - At end of intro, transition to asking if you can ask some questions about company/position

- Let’s create your elevator pitch!
- Practice with a partner
Career Fairs - Before

9. What to wear?

VS.
What do I ask an employer?

Thoughts?
What do I ask an employer?

Position
- (I saw that you have X position available), what kind of skills, work experience or educational background do you look for in this position?
- Given the position description, what do you think are the most important skills needed to succeed in this organization?
- What challenges and opportunities are associated with this position?
- What are some examples of projects this person will be working on?
- What kind of training is provided?
- What does a typical work day or week look like for this position?
- How would you describe the culture of the team/organization? Do you have examples of activities/initiatives/practices that helps to cultivate this environment?

The future
- What is the typical career path in this type of role?
- How does this position fit into the success of the organization?
What do I ask an employer?

**Employer representative**
- What is your role at the company? And how would we interact if I were to become an intern there?
- What do you enjoy the most about working for the company?
- May I contact you with further questions?

Other ideas: [Job & Internship Guide pg. 18](#)

**General rule:**
Don’t ask questions you can find answers to through a web search!

What information do you need to see if this position and company is a good fit for you?
Conversation Closure & Follow Up

- Conversation Closure
  - Thank you
  - Express enthusiasm
  - Ask to leave resume
  - Ask for business card or at least name and email

- Follow up
  - Thank you email – A MUST!!
  - Express interest and update on application
  - Contacts can be helpful for:
    - Cover letter inclusion
    - To follow up on applications
    - Mentioning during interviews
  - LinkedIn Follow-up
Do’s and Don’ts… Recap

Approaching Recruiters

- Smile confidently
- Eye contact
- Introduce yourself with your elevator pitch
- Share what you know/like about the company
- Have your resume ready
- Have a casual conversation
- Show enthusiasm
- Be genuine & BE YOURSELF!
- Ask for business card
- Talk to students while waiting
- Questions to ask: pg 18 of JIG

Bad Impressions

- Weak/limp handshake
- No eye contact
- Lack of confidence
- Not respecting personal space
- No research on company and no questions
- Talking too long
- Scouting for freebies
- “just checking out fair”
- Salary questions
Employers’ Thoughts on the Do’s and Don’ts at Career Fairs:
Career Counseling Options

Career Counselor for International Students (Sarah)
- 45-minute appointments:
  - Except: Haas undergraduate, Pre-Med, PhD and Post-Docs
- Drop-ins (15 minutes max)
  - 9/16–12/2: Wednesdays 1-4pm
  - Sign up IN PERSON at Career Center on Thursday 9am until filled

Int’l Student Peer Advisor drop-ins (Megha)
- 9/10 – 12/3: Tuesdays & Thursdays 1-3pm @ 3rd floor Career Center
- First-come, first-served

Options for all students
- Career Counselors
  - 45-min appointments, 15-minute mini-appointments, drop-ins
- Peer Advisors
  - Career Center 3rd floor reception
  - Drop-in support
  - Blog – “Peer Corner”
Resources Just for You

- Special International Student Section
- International Student Peer Advisor
- CareerMail for International Students
- Inspirational Success Stories
- UC Berkeley International Student & Alumni Network
- Overview of Work Authorization Options
## Fall 2015 Career Programs for You

<table>
<thead>
<tr>
<th>Date &amp; Time</th>
<th>Program Name</th>
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<tbody>
<tr>
<td>Thurs 9/10, 4-5:30pm</td>
<td>On-Campus Job Search Panel for International Students</td>
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| Fri 10/2, 12:30-5pm | Career Conference for International Students  
• International Student Internship/Job Search Success Panel  
• Resume Writing  
• Interviewing with Confidence  
• Preparing for Graduate School  
• F, J, H Work Permit Options and Handling Topic with Employers |
| Thurs 10/22, 6-8pm   | Career Connections: International Student Alumni Networking Night            |
| Thurs 11/19, 6-7:30pm | Overseas Job Search Panel with Cal Alumni: Asia                            |

Let us know you’re attending through [Callisto](#)!
Final Thoughts...

Employers are looking for FIT

- So many applicants... how do you stand out?

- How will this student fit into culture of our team or company?

- Resume, cover letter, in-person interactions and referrals work together to get interviews

Get to know:

- You
- Professionals in field
- Position
- Employers

Start as soon as possible!

Start as soon as possible!
Please fill out evaluations – THANK YOU!