

Connecting with Employers at Career Fairs for International Students

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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

**CAREER
CENTER**
career.berkeley.edu

**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

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



Career Fairs - Before

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

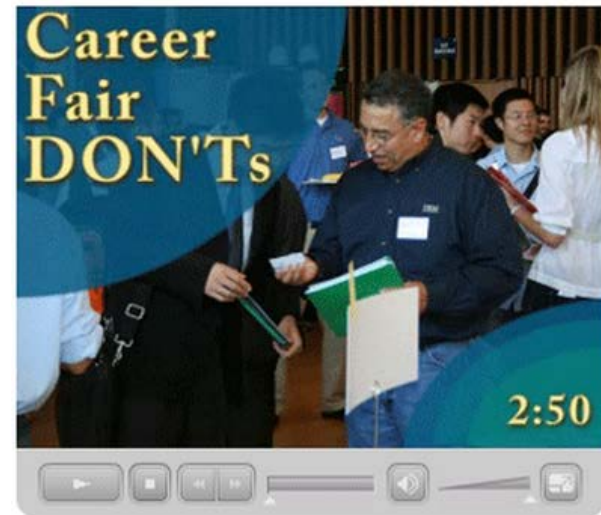
Approaching Recruiters

- 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

Date & Time	Program Name
Thurs 9/10, 4-5:30pm	On-Campus Job Search Panel for International Students
Fri 10/2, 12:30-5pm	Career Conference for International Students <ul style="list-style-type: none">• 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

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!**



Please fill out evaluations – THANK YOU!