

# Job Search Strategies for International Students Workshop

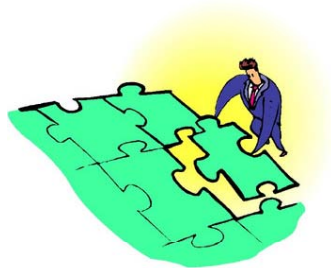
**Guest Speaker**

**Prakash (Fred) Kollaram**

BSECE, MSEE, PMP, CISSP.

Founder & Director H1visajobs.com

Member National Career Development Association.



**University of Delaware  
Newark, DE  
October 14, 2008**



Exercise 1.

(a) Slide # 13 (b) Read “10 Point Prescription...” handout.

# Objectives of This Presentation

- ◆ To help you gain Knowledge, Tools & Techniques to come up with a list 100 potentially sponsoring companies **before your OPT starts.**
- ◆ Not a legal counseling session.
- ◆ Not a substitute to the help that you **MUST** seek from your Career Services and International Student Services office.

# About Speaker



- Originally from India. Naturalized US citizen.
- F-1 → OPT → Green Card → US Citizenship.
- Founder & Director H1visajobs.com
- BSECE, MSEE, Certified PMP, CISSP.
- 20+ yrs. Industrial Experience.
- Management consultant to US Government
- Immigration/Visa – Special Interest / publisher.
- Employed/Sponsored Students on F-1 OPT .
- Sponsored for H-1B, Green Card.

# About H1visajobs.com

- Assisting international students and career services since 1989
- Publisher - Online Databases of American Employers - for international students
- 10 Databases covering all disciplines.
- Subscription based service - Career Services and individuals.
- Helps international students identify sponsoring firms for a focused job search.

# Sample Listing From Database



## **WASHINGTON SUBURBAN SANITARY COMMISSION**

14501 Sweitzer Lane  
Laurel, MD 20707-5902  
Salary: 63500/Year  
Job Code: 019 Job Title: Principal Environmental Engineer  
US DOL Case# I-05090-1638567 To sponsor 1 worker(s). Job Location: Laurel, MD  
Tip (Subject to change): Contact Name: Robert,Drummer Title: Acting General Counsel

## **WYLE LABORATORIES, INC.**

22309 Exploration Drive  
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Job Code: 002 Job Title: Senior Systems Engineer  
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US DOL Case# I-05171-1844373 To sponsor 1 worker(s). Job Location: Linthicum Heights, MD  
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## **HUGHES NETWORK SYSTEMS LLC**

11717 Exploration Lane  
Germantown, MD 20876

**10 Online Databases  
covering all majors.**

**Helps securing job  
offers before OPT  
starts**

**Workshops, Webinars,  
Consultations**

**H1visajobs.com  
Online Databases  
for International  
Students.**

# Workshops

American University, Washington, DC.  
Carnegie Mellon University, Pittsburgh, PA.  
Clemson University, Clemson, SC.  
Cornell University, Ithaca, NY  
Indiana Univ. of Pennsylvania, Indiana, PA  
Johns Hopkins University, Washington DC  
Kean University, Union, NJ.  
Mary Mount University, Arlington, VA.  
Purdue University, West Lafayette, IN.  
State Univ. of New York, Utica, NY.  
Towson University, Towson, MD.  
University of Delaware, Newark, DE.  
University of Maryland, College Park, MD  
Virginia Tech., Falls Church, VA.  
And more.



On-Campus  
Workshops



Online  
Webinars

## Statistics - Past

### FY2009 Quota meant to last 10/1/2008 – 9/30/2009



- Finished in record short time
- Masters and Ph.D. degree holders from US schools: USCIS received over 20,000 (quota) petitions; held a random draw.
- Students not picked up in the draw were considered under general quota of 65,000. But total applications received exceed lot more than the quota; resulted in random draw.

**FY2010  
Doors Open  
4/1/2009**

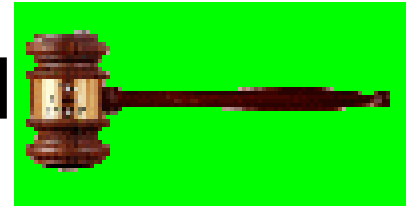
Quota for  
10/1/2009-  
9/30/2010  
Cap is  
expected to  
reach fast  
again.

# New Regulations



- **No increase** of quota (20,000) for Masters and Ph.D. degree holders from US schools.
- **No increase** of quota of (65,000) for students and non-students.
- **No increase** (see exceptions next slides) in base Optional Practical Training of 12 months for international students.

# New Regulations – What Has Changed



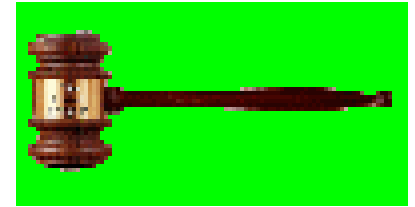
Source: US Department of Homeland Security

[http://www.uscis.gov/files/article/OPT\\_4Apr08.pdf](http://www.uscis.gov/files/article/OPT_4Apr08.pdf)

(Comprehensive FAQ on that page)

- Cap-Gap Relief for all students. Authorized to continue to work on OPT (beyond expiration of initial OPT) until approved H-1B start date of October 1<sup>st</sup>.
- 17 month extension of Post Completion OPT where OPT is based on a STEM (Science, Technology, Engineering, and Mathematics) degree.

# STEM Degrees



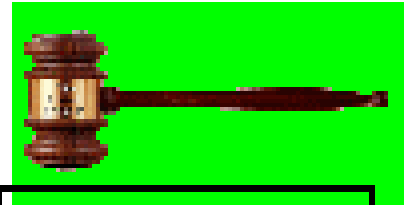
Source: US Department of Homeland Security

More Info at: <http://www.ice.gov/sevis/stemlist.htm>

STEM = Science, Technology, Engineering, and Mathematics

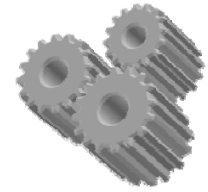
Actuarial Science	Mathematics and Statistics
Biological and Biomedical Sciences	Medical Scientist (MS, PhD)
Computer Science	Military Technologies
Engineering	Physical Sciences
Engineering Technologies	Science Technologies

# In Summary



	Base 12 Months OPT	Eligible for CAP-GAP	Eligible for 20,000 Additional Quota	Eligible for 17 Month Extension of OPT
Undergrad Non-STEM	●	●		
Undergrad – STEM	●	●		●
Grad Non-STEM	●	●	●	
Grad - STEM	●	●	●	●

# Risk Mitigation Strategies



- **Grad students:**

- Understand process, start planning in 1<sup>st</sup> Semester
- OPT based on STEM (if applicable)
- H-1B filing on April 1<sup>st</sup> with work start date Oct 1<sup>st</sup>.

- **Undergrad students**

- Understand process, start planning in Junior Year
- H-1B filing on April 1<sup>st</sup> with work start date Oct 1<sup>st</sup>.
- Be prepared for admission to grad school.

# Exercise 1. Job Search - Jigsaw Puzzle.

You are playing a 100 piece Jigsaw Puzzle. Which approach should you take to quickly match the piece in your hand?

- A. Try 1<sup>st</sup>, 2<sup>nd</sup>, 3<sup>rd</sup>, 4<sup>th</sup>, ...last, until matches.
- B. Try 'here and there' until matches.
- C. Study "ups & downs" on the piece and "downs & ups" on the board and then ONLY try.
- D. All of the above.



Discuss with a friend how this game is similar to your job search.



Read "10 Point Prescription..." (handout)

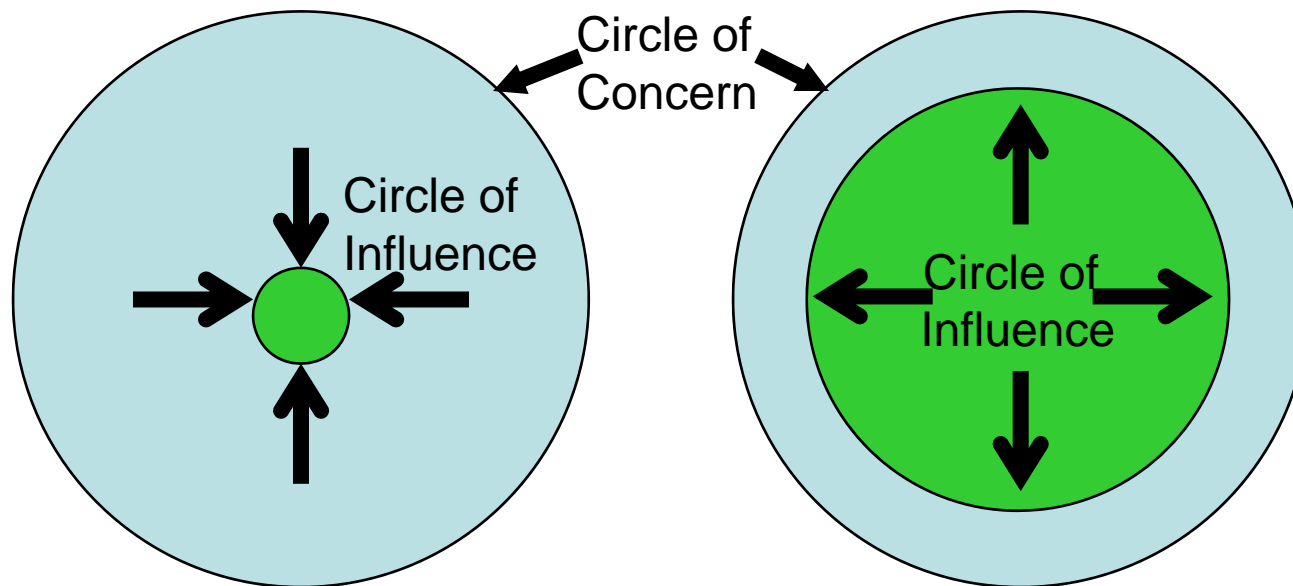
[http://www.h1visajobs.com/full\\_version\\_list.htm](http://www.h1visajobs.com/full_version_list.htm)

# Self Assessment. Identify Your concerns and influences

Excerpt from “The 7 Habits of Highly Effective People” - By Dr. Stephen Covey.

Reactive Focus

Proactive Focus



**Concerns:** US economy, visa numbers, job market, mother tongue, etc.

**Influences:** Planning ahead, right courses, Toast Masters Club, etc.

# Prioritize. No time to experiment.

High Impact			
N O T I M E	<ul style="list-style-type: none"> <li>- Employer known to have sponsored before</li> <li>- Have an inside contact</li> <li>- Potentially motivated to sponsor me</li> </ul> <p style="text-align: center;"><b>Immediate</b></p>	<ul style="list-style-type: none"> <li>- Employer known to have sponsored before</li> <li>- No inside contact</li> <li>- Potentially motivated to sponsor me</li> </ul> <p style="text-align: center;"><b>Plan &amp; Schedule</b></p>	L O T S O F T I M E
	<ul style="list-style-type: none"> <li>- Employer known to have sponsored before</li> <li>- Not potentially motivated to employ me</li> </ul> <p style="text-align: center;"><b>Spare Time</b></p>	<ul style="list-style-type: none"> <li>- Employer <u>Never</u> sponsored before</li> <li>- Not motivated to hire me</li> </ul> <p style="text-align: center;"><b>Forget It</b></p>	
Low Impact			
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		15	

# Self Assessment

- On F-1 (or J-1). Will look for a job on OPT.
- Want to work & get experience in the US.
- Not sure of the career decisions ahead of me.
- My first language is not English.
- I come from a country with a different culture.
- Often have trouble communicating with Americans.
- Don't have a network of friends in the US.
- Little or no US experience in a demanding area

# Self Assessment

- I must get a job offer with sponsorship for H-1B before my OPT expires.
- I must get a job with sponsorship for H-1B before the quota gets exhausted.
- Only a few companies are on my side; majority are not.
- Given the same credentials, US firms prefer to hire US Citizens or Green Card holders instead of hiring me.

# Companies Sponsor You for Their Reasons, Not Yours.



How can you take advantage of employer needs?

## Understand Buyer's Needs before Trying to Sell

- Unable to attract US Citizens & Green Card holders.
- Require a unique combination of skills and experience.
- Unattractive work location.
- Small/Mid size company – Job unsecured.
- No 401(K), pension, long/short term disability benefits, or no tuition reimbursement.



# Companies Sponsor You for Their Reasons, Not Yours



How can you take advantage of employer needs?

## Typical Sponsoring Employer's Beliefs:

- H-1B employees stay longer with the company
- Low budget for salary.
- Belief - Lower Overhead costs with H-1Bs.
- Urgency to fill a vacancy.
- Comfort Zone.
- Need to travel abroad.

## Exercise 2. Give 5 reasons why a sponsoring firm should hire you?

***This is America. No one will market for you. You must market and sell yourself.***

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_



## Zero-in on companies “Known to have sponsored”

Some companies are on your side; rest aren't.

Focus on **companies that sponsored before.**  
**Leave non-sponsoring companies alone.**

How to find sponsoring companies:

- H1visajobs.com Online Databases
- Your seniors
- Your Classmates

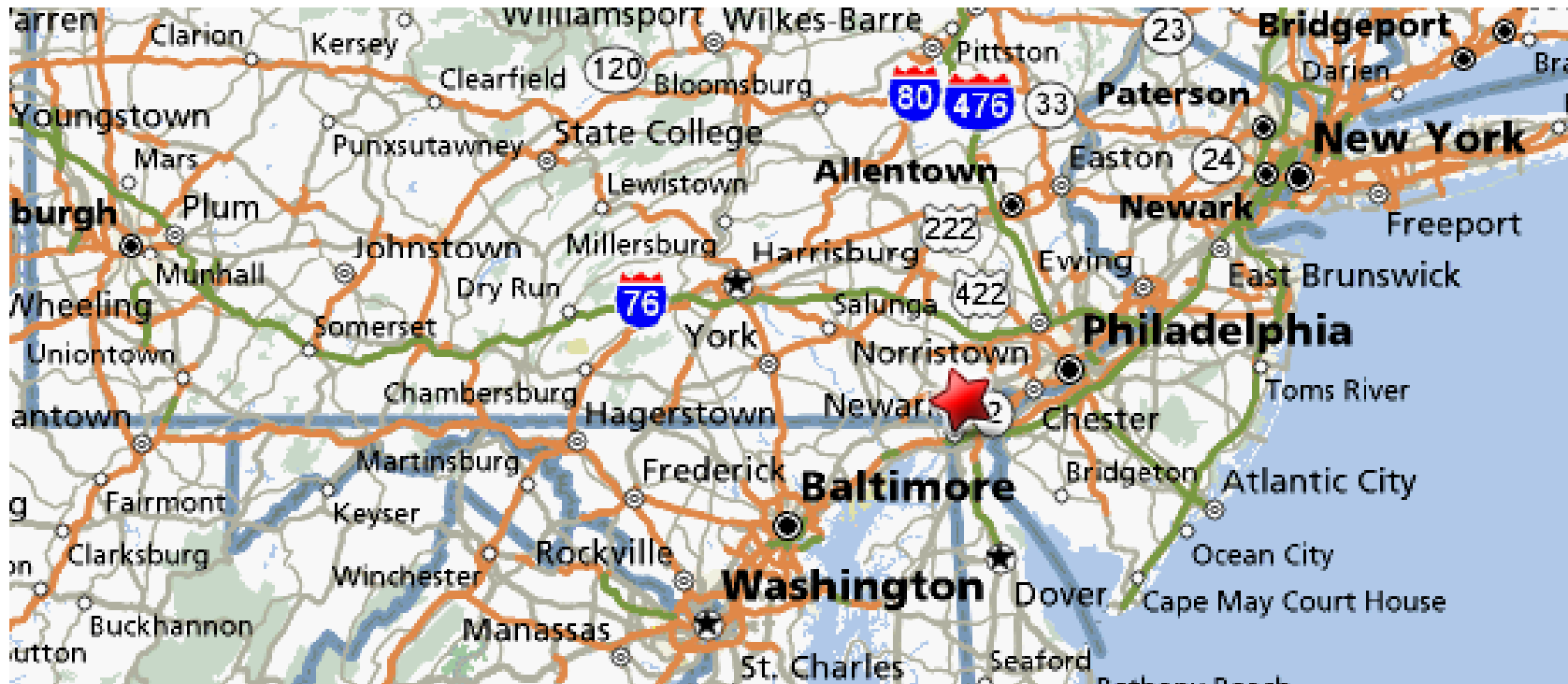
***Stay away from firms (e.g. banks) that hire you on OPT but do not sponsor you for H-1B.***



# Zero-in on Sponsoring Companies

Focus on companies known to have sponsored.

- Local area, Within 200 miles, Small towns
- 50 miles from major cities, Farther Suburbs



# Identify “Your” Best Fit



- Company Line of Business / Opening =  
Education + Specializations + Experience
- Be prepared to sacrifice special interests for 1 Yr.
- Priority - Get a job with commitment for H-1B.





# Identify “Your” Best Fit

## Export Import Businesses...

### Free Links

- [http://b2b.tradeholding.com/default.cgi/action/viewtradeleads/inlocationid/15408/inlocation/US\\_Delaware/](http://b2b.tradeholding.com/default.cgi/action/viewtradeleads/inlocationid/15408/inlocation/US_Delaware/)
- <http://www.imex.com/usa/companylist.html>
- <http://www.tgrnet.com/homepage.asp?lang=ENUS>
- <http://www.alibaba.com>

### Subscription Based:

Thomson Dialog.

Directory of Import & Export companies.

[www.dialog.com/sources/ondisc/import\\_export.pdf](http://www.dialog.com/sources/ondisc/import_export.pdf)

Invest time **ONLY** on companies on “your side”



# Hidden Job Market = 75 - 80%

How Openings Get Filled?

## Internal Resources

Word of Mouth  
Employee Referrals.  
Outside Referrals.  
Resumes on file.

## Announcements

Advertisements (\$\$\$\$)  
Once advertisement is out, long line is in.  
Advertisements - NOT for entry level !!!!!

**Key** Find a  
job while  
hidden



# Hidden Job Market - How to Uncover?

## ◆ Do networking – Share info with Students.

- If you are not selected in a job interview.
- If you do not like job opening.
- After you join.

## ◆ Do networking – Follow-up.

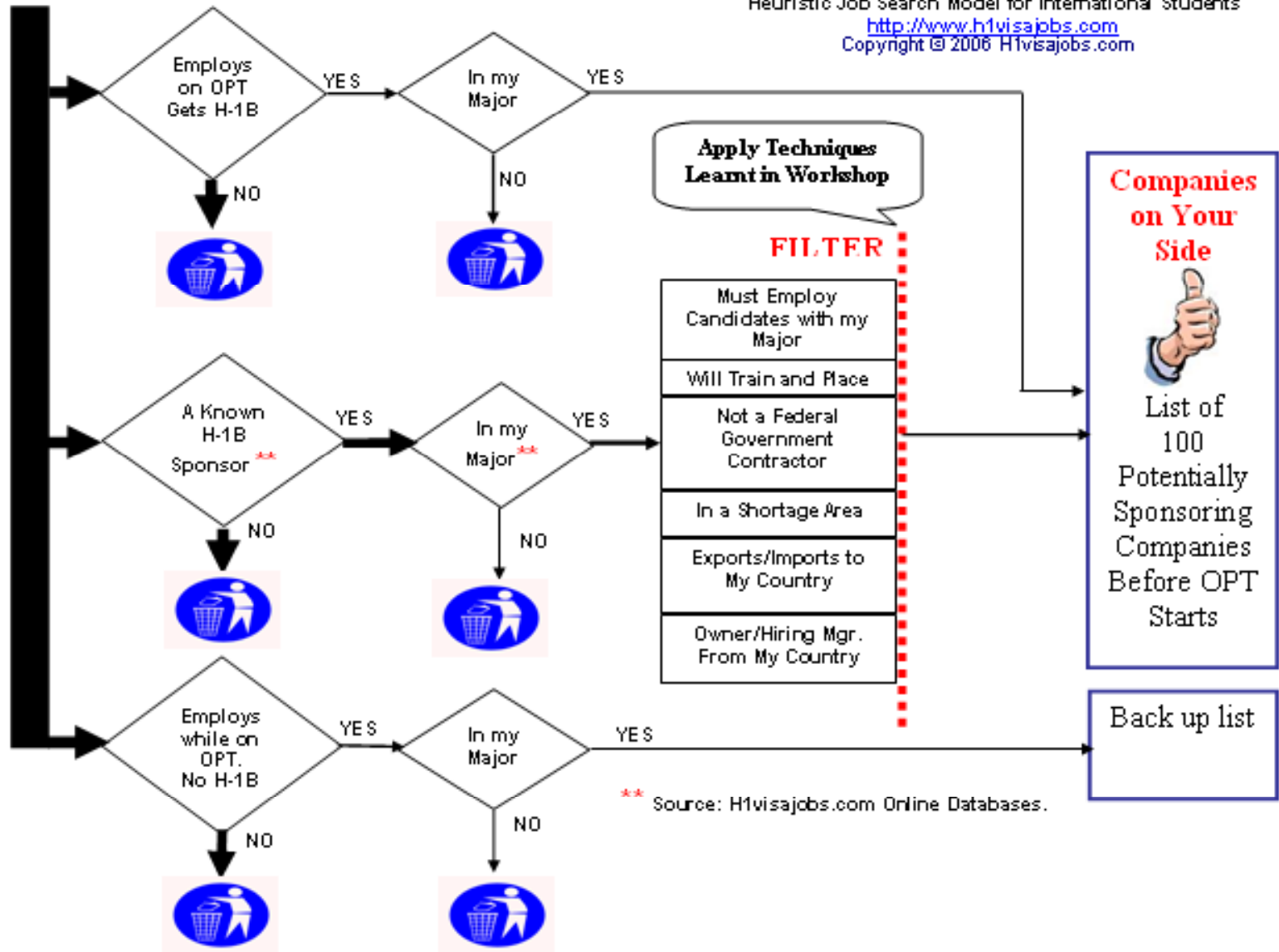
- Professors      - Friends      - Relatives
- Neighbors      - Religious gatherings.



# Exercise 3: Networking (3 Minutes)



List 10 people you can network with (important – same major as yours)		
Name, City/State	E-mail	Phone
<b>Students seniors to you, working, or looking for jobs</b> 1. 2. 3. 4. 5.		
<b>Your Classmates</b> 1. 2. 3. 4. 5.		
How to stay in touch? Got a job    Got H-1B    Congratulations    Birthday    Christmas/New Year Religious Holidays    Getting Married    Baby Shower    You just came into my mind!!		



# H1visajobs.Com Online Database EDURES-H1B (Education & Research Major)

- **DELAWARE STATE UNIVERSITY**  
1200 N. DuPont Highway  
Dover, DE 19901  
Salary: 40/Hour  
Job Code: 90 Job Title: Adjunct Assistant Professor  
US DOL Case# I-07003-2961721 To sponsor 1 worker(s). Job Location: Dover, DE
- **DELAWARE STATE UNIVERSITY**  
1200 North DuPont Highway  
Dover, DE 19901  
Salary: 60000/Year  
Job Code: 90 Job Title: Asst. Prof., Dpt. Physics & Pre-Engineering  
US DOL Case# I-07229-3618845 To sponsor 1 worker(s). Job Location: Dover, DE
- **UNIVERSITY OF DELAWARE**  
234 Hullihen Hall  
Newark, DE 19716-6410  
Salary: 50000/Year  
Job Code: 90 Job Title: Programmer Analyst  
US DOL Case# I-07051-3040173 To sponsor 1 worker(s). Job Location: Newark, DE
- **UNIVERSITY OF DELAWARE**  
234 Hullihen Hall  
Newark, DE 19716-6410  
Salary: 78041/Year  
Job Code: 90 Job Title: Assistant Professor  
US DOL Case# I-07149-3482407 To sponsor 1 worker(s). Job Location: Newark, DE
- **UNIVERSITY OF DELAWARE**  
234 Hullihen Hall  
Newark, DE 19716-6410  
Salary: 67410/Year  
Job Code: 90 Job Title: Mathematician  
US DOL Case# I-07162-3504585 To sponsor 1 worker(s). Job Location: Newark, DE
- **DAN-DEE INTERNATIONAL LIMITED**  
106 Harbor Drive  
Jersey City, NJ 07305  
Salary: 37773/Year  
Job Code: 99 Job Title: Research Associate (Educational Toys)  
US DOL Case# I-07079-3158385 To sponsor 1 worker(s). Job Location: Jersey City, NJ

# H1visajobs.Com Online Database EDURES-H1B (Education & Research Major)

- **THE TRUSTEES OF PRINCETON UNIVERSITY**  
Office of Visa Services  
Princeton, NJ 08544  
Salary: 84100/Year  
Job Code: 90 Job Title: Assistant Professor Mechanical & Aerospace Engine  
US DOL Case# I-07044-3028985 To sponsor 5 worker(s). Job Location: Princeton, NJ
- **THE GEORGE WASHINGTON UNIVERSITY**  
International Services Office - Attn. Susan D'Amico  
Washington, DC 20052  
Salary: 48000/Year  
Job Code: 90 Job Title: Research Scientist, Department of Physics  
US DOL Case# I-07218-3601839 To sponsor 1 worker(s). Job Location: Newport News, DC
- **THE CATHOLIC UNIVERSITY OF AMERICA**  
Pryzbyla University Center, Suite 207  
Washington, DC 20064  
Salary: 48000/Year  
Job Code: 90 Job Title: R&D Biomedical Engineer, research associate  
US DOL Case# I-07229-3617841 To sponsor 1 worker(s). Job Location: Silver Spring, DC
- **ACADEMY FOR EDUCATIONAL DEVELOPMENT**  
1825 Connecticut Ave., NW  
Washington, DC 20009-5721  
Salary: 52000/Year  
Job Code: 99 Job Title: Program Officer  
US DOL Case# I-07149-3480897 To sponsor 1 worker(s). Job Location: Washington, DC
- **AMERICAN INSTITUTES FOR RESEARCH**  
1000 Thomas Jefferson St, NW  
Washington, DC 20007-2835  
Salary: 48000/Year  
Job Code: 99 Job Title: Test Development Associate  
US DOL Case# I-07152-3488173 To sponsor 1 worker(s). Job Location: Washington, DC
- **DISTRICT OF COLUMBIA PUBLIC SCHOOLS**  
825 North Capitol Street, NE  
Washington, DC 20002-4232  
Salary: 52293/Year  
Job Code: 94 Job Title: Special Education Teacher  
US DOL Case# I-07066-3081851 To sponsor 1 worker(s). Job Location: Washington, DC

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## H1visajobs.Com Online Database ENGR-H1B (Engineering Major)

- **CLAIRVOYANT TECHNOSOLUTIONS INC**  
1013 Centre Road  
Wilmington, DE 19805  
Salary: 50000/Year  
Job Code: 19 Job Title: Textile Engineer  
US DOL Case# I-07156-3495115 To sponsor 1 worker(s). Job Location: Coopersburg, DE
- **PLAYTEX PRODUCTS, INC.**  
50 North Dupont Highway  
Dover, DE 19901  
Salary: 65645/Year  
Job Code: 12 Job Title: Quality Engineer  
US DOL Case# I-07229-3618559 To sponsor 1 worker(s). Job Location: Dover, DE
- **A-DEL CONSTRUCTION CO., INC.**  
10 Adel Drive  
Newark, DE 19702-1331  
Salary: 65000/Year  
Job Code: 5 Job Title: Chief of Surveys  
US DOL Case# I-07159-3502341 To sponsor 1 worker(s). Job Location: Newark, DE
- **B & W TEK, INC.**  
19 Shea Way, Suite 301  
Newark, DE 19713  
Salary: 70000/Year  
Job Code: 3 Job Title: Project Engineer  
US DOL Case# I-07083-3211431 To sponsor 1 worker(s). Job Location: Newark, DE
- **ROHM AND HAAS ELECTRONIC MATERIALS CMP, INC.**  
451 Bellevue Road  
Newark, DE 19713  
Salary: 64000/Year  
Job Code: 8 Job Title: Supplier Quality Engineer  
US DOL Case# I-07086-3253947 To sponsor 1 worker(s). Job Location: Newark, DE
- **DUPONT DISPLAYS, INC.**  
1007 Market Street  
Wilmington, DE 19898-0001  
Salary: 68256/Year  
Job Code: 8 Job Title: Process Engineer  
US DOL Case# I-07207-3587979 To sponsor 1 worker(s). Job Location: Santa Barbara, DE

## Useful Resources

- ◆ Your Career Services Office/International Student Services Office
- ◆ H1visajobs.com Online Database of American Employers for international Professionals (Subscription based).
- ◆ H1visajobs.com articles/workshop handouts
- ◆ Immigration Newsletters:
  - <http://www.murthy.com>
  - <http://www.usvisanews.com>
- ◆ Internet Research.
- ◆ Books

# Q & A

Send your questions/comments to:

[pkollaram@h1visajobs.com](mailto:pkollaram@h1visajobs.com)



Trial passwords  
available to Career  
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