

# Michigan Employment Initiative: Resources for International Students

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# Global Talent Retention Initiative of Michigan

- Michigan is the only state in the U.S. targeting international students for job opportunities
  - Specialized career development resources
  - Information on living and working in Michigan
  - Connections to Michigan employers
- Why?
  - Recognize the value of diverse work environments
  - Strengthens state economy & global competitiveness
  - International students dominate degrees in fastest growing fields



# Global Talent Retention Initiative of Michigan

- Educating Michigan Employers
  - Raising awareness
  - Immigration resources
  - Assistance developing recruiting & hiring strategies



employer

**COMING SOON!**

- **G**lobal **O**ppportunity **E**mployer
  - Michigan employers willing to hire international students
- Jobs database for international students
- Look for the logo at career fairs



# Resumes

(1-2 pages)

## You should include:

- Full Name (*given name, family name*)
- Contact Information in the U.S.
- Career Objective (*optional*)
- Summary of Qualifications (*optional*)
- Education (*highest degree first*)
- Relevant Experience (*most recent experience first*)
- Leadership Experience (*optional*)
- Honors & Awards (*optional*)
- Languages (*other than English*)

## You should NOT include:

- TOEFL score
- Photograph
- Immigration Status
- Age
- Hometown/Home Country
- Marital Status
- Race/Ethnicity
- Religion
- Personal Interests or Hobbies

# Interviewing

## Interviewing Do's:

- Be on time
- Maintain eye contact
- Anticipate questions regarding competency and experience
- Openly discuss your accomplishments and skills
- Be direct and give specific examples that demonstrate your experience
- Be ready to discuss your strengths and weaknesses
- Know the organization (*shows initiative and interest*)
- Follow-up your interview with a thank you note

## Interviewing DON'TS:

- Be late
- Disclose age, race, marital status (*it is illegal for them to ask you such personal questions*)
- Answer questions indirectly
- Avoid responding to questions that require to you talk about your accomplishments and personal career goals
- Treat anyone you meet differently based on education, job title, sex, age, etc. (*politeness and respect are shown to all employees a candidate meets, whether a receptionist or CEO*)

# Discussing Your Immigration Status

- Not all employers are familiar with your work authorization options
- Many Michigan employers still hesitant to sponsor work visas (i.e. H-1B )
  - Use your CPT/OPT/AT eligibility to your advantage!
- Emphasize the positive
  - Global competency
  - Language ability

# Challenges

- Language
- Hiring Complexities
- Commitment
- Animosity
- Location – **we want YOU in Michigan!**





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