



JOHNS HOPKINS
CAREY BUSINESS SCHOOL

WELCOME TO YOUR JOB SEARCH JOURNEY

A GUIDE FOR
INTERNATIONAL
STUDENTS

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A GUIDE FOR INTERNATIONAL STUDENTS

Navigating the job market in the United States as an international student can be both exciting and challenging. This guide is designed to serve as your companion, providing clear guidance to help you advance through the complexities of the job search process with confidence and clarity.

Empowering your success

Our goal with this guide is to empower you with the knowledge, tools, and strategies you need to navigate both the tactical and strategic aspects of your job search journey. From understanding visa regulations to gaining relevant experience, from developing a networking strategy to exploring career pathways aligned with your aspirations, we've got you covered every step of the way.

From tactical to strategic

Your job search journey will blend tactical and strategic considerations. Tactically, you'll navigate visa regulations, identify job search strategies, and hone your networking skills. Strategically, you'll reflect on career aspirations, leverage your unique strengths, and craft a networking strategy focused on building genuine connections. We understand this entails significant commitment alongside your academic pursuits. Success will come through patience, trial and error, and maintaining a positive outlook. Whenever feasible, collaborate with peers, engage with career coaches, and make the most of opportunities to connect with our alumni and employer community.

Let's get started!

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NAVIGATING VISA REGULATIONS AND UNDERSTANDING YOUR WORK AUTHORIZATION

Before delving into the specifics of your job search, it's crucial to grasp the visa regulations and work authorization options available to international students. Not only is it essential for your own understanding, but you may also need to communicate these terms to potential employers unfamiliar with hiring international candidates. The better you comprehend this process, the smoother it will be to explain it to others. While the process may seem daunting, most of it involves just a few additional steps.

This guide offers an overview, but it's vital to get personalized guidance from the [Office of International Services \(OIS\)](#) for visa compliance. OIS provides detailed [pre-recorded webinars](#) for deeper understanding. Remember, all international students **must** work closely with OIS to meet immigration requirements.

Here's a brief overview of key concepts you should understand:

Curricular Practical Training (CPT): CPT allows F-1 visa students to engage in internships or practical training directly related to their major field of study. CPT allows you to be paid for an internship, is typically utilized during summer breaks, and requires an offer letter from the employer and authorization from OIS. Most students will be able to access their CPT in the summer after they have been at JHU Carey for a full fall and spring semester, or earlier if a student previously studied in the U.S.

H1B visa: The H1B visa is commonly used for full-time employment post-graduation and requires sponsorship from an employer. It's important to understand the sponsorship process and requirements involved. An H1B visa typically lasts three years. However, it can be extended for up to a maximum of six years under certain circumstances. If the H1B visa holder is applying for permanent residency via a [Green Card](#), they may be eligible for extensions beyond the six-year limit. Additionally, certain exemptions or extensions may apply depending on specific circumstances, such as if the individual is working on a project considered to be in the national interest of the United States. It's essential to consult with legal experts or immigration authorities for precise information regarding H1B visa duration and extensions.

Optional Practical Training (OPT): OPT provides F-1 visa students with an opportunity for temporary employment directly related to their major area of study. This can include post-graduation internships, short-term contract employment, or full-time employment upon graduation. Like CPT, OPT also requires an offer letter and authorization from OIS.

Contract employment: Short-term contract employment refers to a temporary work arrangement where an individual is hired for a specific project or duration, typically ranging from a few weeks to one year. Instead of being employed as a permanent staff member, the individual is engaged as an independent contractor or through a contract agency. For example, graduates have been hired through a contract agency to work at Morgan Stanley's operations offices in Baltimore. Contract employment is typically not a pathway to H1B sponsorship but could be a great way to gain U.S.-based experience for a short time post-graduation.

STEM OPT extension: For students pursuing one of our STEM-designated degrees, the STEM OPT extension provides an additional 24 months of work authorization beyond the standard OPT period, allowing for up to three years of work eligibility in the U.S. This means an employer may have up to three

chances to submit for the H1B lottery during your STEM OPT extension. Some employers may be more likely to consider an international candidate with the STEM OPT extension.

H1B lottery: Demand for H1B visas exceeds the annual quota, so there is a lottery system to select recipients. If an individual is not selected in the lottery, their application is not considered for further processing. In such cases, it may be necessary to pursue alternative visa options or reapplication in subsequent years. If the company with which you are working has offices in your home country, you may be able to continue working for the company at this location and return to the U.S. later using a different type of visa.

H1B cap: The H1B classification has an annual limit (cap) of 65,000 new visas each fiscal year. But not all visas are subject to this cap. 20,000 visa beneficiaries with a master's degree or higher from a U.S. institution of higher education are exempt from this cap. Furthermore, H1B workers who find positions at an institution of higher education, its affiliated or related nonprofit entities, a nonprofit research organization, or a government research organization are not subject to this numerical cap. However, not every role within these types of organizations is eligible for H1B visa sponsorship.

Many U.S. companies hesitate to participate in the H1B visa application process because it is considered risky. The lottery system's selection is based solely on luck rather than merit.

That said, if securing a H1B is your goal, we want to empower you with information. Here is a list of job titles in the business and finance occupation group that received the most H1B sponsorships, according to a May 2024 search on myvisajobs.com.

- » Associate
- » Process Engineer
- » Vice President
- » Accountant
- » Business Analyst
- » Financial Analyst
- » Manager
- » Management Analyst

If you wish to run your own search, [please click here](#).

G-4 visa: A G-4 visa is a type of non-immigrant visa issued by the United States to employees of international organizations and their immediate family members, which allows them to enter and stay in the U.S. while they are employed by the organization. G-4 visas are typically granted to individuals who work for organizations such as the United Nations, International Monetary Fund, World Bank, and various other international organizations with offices in the U.S.

A WORD OF CAUTION

It's essential to familiarize yourself with these visa options and work authorization requirements to ensure compliance with U.S. immigration laws and regulations. Additionally, keep in mind that certain job titles and industries may be more open to considering candidates without permanent U.S. work authorization, so it's helpful to explore opportunities aligned with your background and qualifications. All questions and concerns about work authorization should be directed to the [Office of International Services](#).

REFINING YOUR GOALS

After graduation, some students decide to stay in the U.S. for a short period using OPT. Others are committed to finding a job that will sponsor an H1B visa, or working with an international organization on a G-4 visa. Some students may choose to continue their education in another graduate program, while others will return to their home country to find employment. Every student is unique, and there are many definitions of success. We suggest connecting with your career coach from the Career & Life Design team to gain clarity on your vision and objectives, in addition to working with OIS to further your understanding of visa regulations.



HOW TO TALK ABOUT YOUR WORK AUTHORIZATION

Now that you understand the different types of work authorizations, it's important to know how to discuss the process with a potential employer. Remember, some employers may be very aware of concepts like CPT and OPT, while others may be unaware. The goal here is to make it sound as easy and seamless as possible while being honest and transparent. It may not be an easy task, so here are some guidelines to help you:

Timing: Unless the job description specifically states that a position is not open to international candidates, it's generally advisable to bring up the topic of sponsorship after you've received a job offer or during the later stages of the interview process. This demonstrates your interest and suitability for the position *before* potentially complicating matters with the sponsorship discussion.

Research: Before broaching the topic, research the company's policies on hiring candidates without permanent work authorization and sponsorship. Some companies may have established procedures for sponsoring visas, while others may not be willing or able to provide sponsorship. We recommend using [resources](#) such as [Interstride](#) and [MyVisaJobs](#) to help with your research.

Assess employer interest: Gauge the employer's interest in you as a candidate before discussing sponsorship. If you're confident in your fit for the role and have received positive signals from the employer, it may be an appropriate time to bring up the topic. *See the sample script later in this section for suggested language.*

By considering these factors and approaching the discussion of sponsorship thoughtfully and strategically, you can navigate the job search process effectively and increase your chances of securing employment opportunities.

Be prepared: When discussing sponsorship, be prepared to explain the process and any potential costs involved for the employer. Anticipate questions about your eligibility for different types of visas and any legal requirements. Providing clear, concise information can help alleviate any concerns the employer may have.

Frame it positively: Approach the discussion of sponsorship in a positive and proactive manner. Emphasize how your skills and experiences make you an asset to the company and explain how sponsorship would benefit both parties in achieving their goals.

Be flexible: Be open to discussing alternative arrangements, such as optional practical training (OPT) for F-1 visa holders or other visa options that may not require immediate sponsorship. Flexibility can demonstrate your commitment to finding a mutually beneficial solution.

Professionalism: Maintain professionalism throughout the conversation, even if the employer is unable to provide sponsorship. Express gratitude for the opportunity to interview and inquire about any potential future opportunities for international candidates. You never know when you may connect with this employer in the future or who else they may know in the industry, so it's important to leave them with a positive impression.

COMMUNICATION GUIDELINES

When explaining your work authorization to an employer as a student without permanent U.S. work authorization, it's essential to communicate clearly and professionally.

Here's a suggested approach:

- 1. Be honest and transparent:** Be upfront about your international student status and your work authorization situation when asked by an employer about sponsorship. Whether it be asked on an application or during a conversation, process the question carefully, so that you can be honest with them about *when* or *if* you will require sponsorship. Learn and understand your current visa situation thoroughly, so that you may answer the question appropriately. Remember, transparency builds trust and demonstrates integrity.

Note: *The sponsorship question can be asked in many ways, which can understandably lead to confusion. For example if the question is, "Do you now or in the future require sponsorship?" the answer will be "yes" for most candidates. It can also be asked, "Do you have permanent U.S. work authorization?" The response in this case would be "no" for most students. If asked "Are you eligible to work in the U.S.?" technically the answer is "yes" with your legal work authorization (see next point). If the question is vague or unclear, connect with your Carey career coach for additional guidance on how you should respond.*

- 2. Highlight your legal work authorization:** Clearly articulate the specific work authorization you possess, whether it's Curricular Practical Training, Optional Practical Training, STEM OPT extension, or any other applicable authorization. Provide details about the terms and conditions of your authorization, such as the start and end dates, any limitations, and whether it allows for full-time or part-time employment.

- 3. Emphasize compliance with regulations:** Assure the employer that you understand and comply with all relevant immigration laws and regulations governing your work authorization. Highlight your commitment to maintaining legal status throughout your employment. Share that you will take the lead on communicating and working with Carey support staff to process your application after a formal offer has been made.

- 4. Focus on your skills and contributions:** Shift the conversation from your immigration status to your skills, qualifications, and experiences that make you a valuable candidate for the position. Emphasize how your unique background and perspectives can contribute to the company's goals and objectives.

- 5. Address potential concerns proactively:** Anticipate any concerns the employer may have regarding your work authorization, such as sponsorship requirements or potential visa restrictions. Be prepared to address these concerns proactively and provide reassurance about your willingness to work together to navigate any challenges.

- 6. Offer solutions:** If applicable, offer solutions or alternatives to address any potential obstacles related to your work authorization. For example, if your current authorization has limitations on hours or duration, discuss how you plan to manage your workload effectively within those constraints.

- 7. Express enthusiasm and commitment:** Convey your enthusiasm for the opportunity to contribute to the company and your commitment to fulfilling the responsibilities of the role to the best of your ability. Emphasize your long-term career goals and how the position aligns with your aspirations.

Overall, approach the discussion of your work authorization with confidence, professionalism, and a focus on the value you bring to the table as a candidate. By effectively communicating your qualifications and addressing any concerns, you can help alleviate any apprehensions the employer may have and position yourself as a strong contender for the position.

SHOULD I LIE ON MY APPLICATIONS?
WON'T THAT HELP ME GET TO AN INTERVIEW?

No, it is never advisable to lie on your application or during any stage of the job search process about your work authorization or any other aspect of your background. Providing false information can have serious consequences, including damaging your reputation, jeopardizing your current immigration status, and potentially leading to legal ramifications.

Here's why honesty is the best policy:

- 1. **Ethical considerations:** Lying on your application violates principles of honesty and integrity. Employers expect candidates to be truthful and transparent about their qualifications and background.
- 2. **Legal implications:** Providing false information on your application can have legal consequences, including termination of employment if discovered later. It can also impact your ability to obtain future visas or immigration benefits.
- 3. **Reputation damage:** If your dishonesty is uncovered, it can damage your reputation and credibility not only with one specific employer but also within your professional network. Word may spread, making it difficult for you to secure future opportunities. This can also negatively impact Carey's reputation, as employers may no longer be interested in recruiting students from our school.

- 4. **Alternative solutions:** Instead of lying about your work authorization, focus on highlighting your skills, experiences, and any legal work authorization you possess. Many employers are willing to sponsor visas for qualified candidates, so being upfront about your international status allows them to consider all available options.
- 5. **Another point to consider:** Applicant Tracking Systems (ATS), an AI application screening tool, will automatically reject any application that indicates a need for sponsorship for companies that do not sponsor visas. Even if you were to get an interview by passing the ATS, your chances of advancing in the hiring process are very low. This results in a loss of time and effort for both the candidate and the employer. *See the networking section for additional recommendations on how to build relationships and establish internal advocates for your employment.
- 6. **Trust and relationships:** Building trust with potential employers is essential for long-term professional relationships. Starting off on a dishonest note can undermine trust and make it difficult to establish a positive working relationship.

Instead of resorting to dishonesty, focus on highlighting your strengths, qualifications, and any legal work authorization you have. If you require sponsorship, be transparent about your work authorization status and willingness to work together to explore visa options. You never know if an employer will be motivated to make an exception if they believe you're the right fit for the role.

HERE ARE SOME SAMPLE SCRIPTS TO TALK ABOUT SPONSORSHIP

These scripts represent *hypothetical* scenarios where an informational interview/virtual conversation has already been agreed upon. It is not recommended to have this discussion in an email or LinkedIn chat. Remember there is no "cookie cutter" approach to conversations with employers. View these scripts as additional guidance for language around work authorization and sponsorship.

1. INTERNSHIP USING CPT

Student: Hello [Employer's Name], I hope you're doing well. I would like to discuss an important aspect of my academic program with you.

Employer: Of course, what's on your mind?

Student: As you may know, I'm an international student pursuing my degree in [field] at Johns Hopkins Carey Business School. Part of my academic program includes an opportunity called Curricular Practical Training, or CPT, which allows me to gain practical work experience directly related to my field of study while still enrolled as a student. With that in mind, I'd like to get your thoughts on leveraging my academic and professional experiences within your industry to fully maximize the use of my CPT.

Employer: That sounds interesting. So how does CPT work?

Student: Essentially, CPT enables me to engage in internships, co-op programs, or other types of employment that are integral to my curriculum and directly related to my academic and career goals. It's a valuable opportunity for me to apply the knowledge and skills I've gained in the classroom to real-world settings.

Employer: I see. That could be beneficial for both you and our company. How would we need to support you in this process?

Student: I'm glad you see the potential benefits. To proceed with CPT, I'll need to secure an internship or employment opportunity that aligns with my academic program and meets certain criteria set by my university's international student office. This includes obtaining authorization from the office before starting the internship. I don't anticipate authorization being a problem because I believe [Company Name] could offer me valuable and I am confident that I can add value to your company by leveraging my skills in X, Y, Z...

Employer: That's great to hear. We're certainly open to discussing internship opportunities. Let's explore how we can make this work within the parameters of your academic program and our company's needs.

Student: Thank you, [Employer's Name]. I appreciate your willingness to consider this opportunity. I'm confident that participating in CPT at [Company Name] will not only enhance my education but also contribute to the success of your team.

Employer: It's my pleasure. Let's schedule a follow-up meeting to discuss potential internship opportunities and the next steps in the process.

2. FULL TIME JOB USING OPT WITH STEM EXTENSION

Student: Hello [Employer’s Name], I hope you’re doing well. I’d love to learn more about your company and chat with you about potential strategies to pursue a career in your industry.

Employer: Of course, what’s on your mind?

Student: As you may know, I’m an international student pursuing my degree in [STEM field] at Johns Hopkins Carey Business School. Upon completion of my degree, I have the opportunity to participate in Optional Practical Training, or OPT, which allows me to gain practical work experience directly related to my field of study in the U.S. Additionally, with the STEM designation, I have the unique opportunity to take more quantitative courses that will help me develop my skills and experiences beyond the traditional curriculum. I intend to leverage these skills to add value to any company or position where I find myself.

Employer: How does OPT work for students with a STEM designation?

Student: OPT provides me with authorization from the U.S. Citizenship and Immigration Services (USCIS) to work in a job directly related to my STEM field for an extended period of up to 24 months following the completion of my academic program, meaning three years of work instead of just one. This extended period of work authorization provides both flexibility and stability, benefiting both me and potential employers.

Employer: I see. What would we have to do to support you in pursuing OPT with your STEM designation?

Student: I’m glad you’re interested in supporting me. To participate in OPT with a STEM designation, I’ll need to secure employment that is directly related to my STEM field and meets certain criteria set by USCIS. This includes obtaining a job offer before applying for OPT authorization. I believe [Company Name] could offer me the valuable experience I need to fulfill these requirements. Furthermore, I am confident that I can add value to your company by leveraging my skills in X, Y, Z...

Employer: That’s great to hear. We highly value the contributions of STEM professionals to our team. Let’s discuss how we can make this work within the parameters of OPT regulations and our company’s needs.

Student: Thank you, [Employer’s Name]. I appreciate your willingness to consider this opportunity. I’m confident that participating in OPT with a STEM designation at [Company Name] will not only enhance my professional development but also contribute significantly to the innovative work you do at [company name].

Employer: It’s my pleasure. Let’s schedule a follow-up meeting to discuss potential job opportunities and the next steps in the OPT application process.

3. INQUIRING ABOUT SPONSORSHIP

Student: Hi [Employer/Networking Contact’s Name], I hope you’re doing well. Thank you for taking the time to connect with me today.

Employer: Hi [Student’s Name], it’s good to hear from you. How can I assist you?

Student: I’ve been exploring different career opportunities in [industry/field], and I know that your company is highly regarded in this space. I was hoping to learn more about your experiences and gain some insights into potential opportunities.

Employer: I’m happy to share my experiences, but I should mention that I might not be able to provide detailed information about my company’s policies on certain matters.

Student: I completely understand. I appreciate your willingness to help. I’m particularly interested in understanding how companies in our industry approach supporting international talent, especially in terms of work authorization and sponsorship. Do you have any general insights or advice you could offer on this topic?

Employer: While I can’t speak for my company’s specific policies, I can share that many companies in our industry recognize the value of diversity and talent from around the world. Some may have programs or resources in place to support international employees, but it can vary depending on the company.

Student: That’s helpful to know. I appreciate your insights. Would you happen to have any suggestions on how I could further explore opportunities or learn more about potential options for international talent within the industry?

Employer: I would recommend doing some research on companies that align with your interests and reaching out to the hiring manager of an open position and/or finding an alumnus of your institution who works at that company to learn more about the role/organization. This could also create an opportunity for them to learn about you. In establishing those connections, both the hiring manager and/or the alumnus can learn the value of your skill sets and potentially advocate with HR for you to be on their team. Similarly, attending networking events and industry conferences can also be great opportunities to connect with professionals who may have more information or insights to share.

Student: Thank you so much for your guidance. I’ll definitely take your advice and explore those avenues further. If you happen to come across any additional information or if there’s anyone else you think I should connect with, I’d be grateful for your assistance.

Employer: Of course, I’ll keep an eye out and let you know if I come across anything relevant. And feel free to reach out if you have any other questions or if there’s anything else I can assist you with.

Student: That’s very kind of you. Thank you once again for your support and assistance. I’ll be sure to keep you updated on my progress.

4. IF THE EMPLOYER ASKS ABOUT SPONSORSHIP FIRST:

Employer: Do you need sponsorship?

Student: Yes, but I do not need sponsorship immediately. I am currently enrolled in a STEM-designated program, which qualifies me for up to three years of Optional Practical Training (OPT) after graduation. During this period, I am fully authorized to work without requiring any sponsorship. This allows me to contribute to your organization without any immediate visa concerns, giving us ample time to evaluate a long-term employment relationship.

5. IF THE EMPLOYER HAS OPENLY STATED THAT THEY DO NOT SPONSOR OR THAT THEY ARE NOT OPEN TO INTERNATIONAL STUDENTS WHO ARE NOT AUTHORIZED TO WORK IN THE U.S.:

Employer: Do you require sponsorship to work in the U.S.?

Student: Yes, I do. However, I do not need sponsorship immediately. I am currently enrolled in a STEM-designated program, which qualifies me for up to three years of Optional Practical Training (OPT) after graduation. During this period, I am fully authorized to work without requiring any sponsorship.

Employer: I appreciate your transparency. Unfortunately, our company does not sponsor visas at this time.

Student: I understand. Given my STEM OPT eligibility, I can work for your company without needing sponsorship for up to three years post-graduation. This would allow me to contribute to your team and demonstrate my value without any immediate visa concerns. This three-year period also provides us ample time to explore any potential changes in sponsorship policies in the future.

Employer: That's good to know. We typically do not sponsor, but your situation sounds unique. I'll need to discuss this further with our HR team, but I appreciate your clarification.

Student: Thank you for considering my situation. I believe my skills and background align well with your company's needs, and I am eager to contribute to your team. Please let me know if there are any other details I can provide to help with your decision.

***Note:** These scripts are meant to serve as sample language. Each conversation with an employer or potential connection is unique and may require different approaches and information. Connect with your Carey career coach for additional practice and preparation when discussing work authorization. For additional sponsorship recommendations, see the networking section (p.17).



IDENTIFY CAREER GOALS AND TARGET COMPANIES

While it may be tempting to apply for any position that is willing to sponsor, we do not recommend this approach and have seen it cause frustration, confusion, and burnout.

Instead, focus on specific industries and roles that match your goals. Here are some tips to help you clarify your objectives, recognize your skills and interests, and target positions that fit your aspirations effectively:

1. Self-assessments: Start by reflecting on your interests, values, strengths, and skills. Consider what activities or subjects you enjoy, what values are important to you in a career such as work-life balance, helping others, or creativity, and what strengths and skills you possess. Online career assessment tools can also provide insights into potential career paths based on your personality and preferences. See the list [here](#) for some recommended assessments.

**Connect with your Carey career coach to explore and identify which assessment is the right fit for you.*

2. Explore your options: Research different industries, job roles, and career paths to broaden your understanding of the possibilities available to you. Attend career fairs, affinity conferences, informational interviews, and networking events to learn from professionals in various fields. Explore online resources, industry publications, and professional associations related to your areas of interest. Consider conducting informational interviews with professionals working in fields you're curious about to gain insights into their career paths and day-to-day responsibilities. Take notes, review the data, and apply it to your unique skills and strengths.

3. Consider your academic background and previous professional experiences: Evaluate how your academic background, skills, and experiences align with different career paths. Think about how your current degree program and coursework have prepared you for certain

industries or roles. Consider any internships, research projects, or extracurricular activities that have given you relevant experience or skills. Conversely, if you haven't had an opportunity to participate in any co-curricular opportunities, how can you gain those experiences now?

4. Assess career opportunities: Investigate the job market and career opportunities in your field of interest, both in your home country and in the U.S. Consider factors such as job demand, salary potential, growth prospects, and work-life balance. Research industries and companies that are known for hiring international talent and offering opportunities for career advancement. [Resources](#) such as Interstride and MyVisaJobs, are excellent tools for this research.

5. Seek guidance: Don't hesitate to seek guidance from your career coach, academic advisors, mentors, or professionals in your network. They can provide valuable advice, feedback, and support as you explore your career options and make decisions about your future. Reach out to alumni from Carey who are working in fields or industries you're interested in and ask for informational interviews or advice.

***Note:** LinkedIn has an alumni dashboard where you can identify and connect with any Carey and JHU alumni: <https://www.linkedin.com/school/jhucarey/people/>

**See the networking section for additional strategies on how to build and maximize your network.*

DEVELOPING YOUR INTERNATIONAL STUDENT LAMP LIST

Every year, students ask us for a list of companies that sponsor, and while we’d love to provide one, it’s more complex than it seems for several reasons.

A company’s stance on hiring international talent and sponsorship can vary widely. Some openly sponsor H1B visas, while others may only consider candidates on CPT or OPT. While some companies express openness, they often have restrictions based on the role or other factors. Therefore, creating a definitive list of sponsoring companies is challenging due to the dynamic nature of sponsorship policies. Moreover, a company’s openness to sponsorship can change year-to-year. One year they may actively hire international candidates, but the next year, they may face constraints that prevent them from sponsoring. We know that many companies can and have sponsored but may say something like, “we sponsor, but it depends on the position and the right candidate.” This vagueness is hard to navigate as career development professionals, and we’re sure it’s even more frustrating for international students. That’s why we want to empower you to take control of your job search by creating your own list!

SAMPLE LAMP LIST

The LAMP list process is based on Steven Dalton’s Book, *The 2-Hour Job Search*. LAMP stands for list, alumni, motivation, and posting. Here’s how you can apply this process to your job search as an international student.

- » **List:** Generate a list of potential targets, ideally around 40 of them.
- » **Alumni:** Focus on networking with alumni contacts.
- » **Motivation:** Rate your motivation for each target on a scale of one to five, with five being your dream employer.
- » **Posting:** Check if the company has job postings, which indicates hiring activity.

Targeting is often overlooked in job searches. Instead of mass-applying, focus on specific companies, industries, and people with whom you’d like to connect. Become knowledgeable about your target industry in order to understand trends and company dynamics. Select companies that align with your criteria, such as industry, organization type, culture, location, and growth potential. Develop and maintain your target company list, then network within these organizations.



JOB SEARCH STRATEGIES FOR INTERNATIONAL STUDENTS

You now understand different types of work authorizations, know how to talk about them with potential employers, have your LAMP list, and are starting to visualize where you see yourself after graduation.

Now it is time to discuss how to search for and apply for jobs and internships.

Before we dive in, we want to make it clear that Carey cannot get you a job. We are not a placement office

like you may be familiar with in your home country. In the United States, searching for jobs and internships requires a combination of applying to positions online and networking.

Let’s start with the easy part—searching and applying for jobs—and conclude this section with networking. There are numerous search engines available. Here, we have highlighted tools available through Carey, including those specifically for international students, as well as some popular sites.

JOB SEARCH ENGINES

- » **Handshake:** See video [here](#)
 - When it comes to searching for jobs and internships, Handshake is the first place Carey students should check.
 - Please [read this article](#), to help you set up the filters that will enable you to see the internships and jobs that best match your search criteria, such as:
 - Jobs that do not require U.S. work authorization
 - Jobs that are eligible for U.S. visa sponsorship
 - Jobs that are open to candidates with Curricular Practical Training (CPT) and/or Optional Practical Training (OPT)

Once you’ve found a position you’d like to apply to, follow [these steps](#) to familiarize yourself with job postings in Handshake and learn how to submit an application.

**Learn more about self-assessments, career exploration, and industry insights on [Career Resources on Demand](#). Continue to work with your Carey career coach to identify which assessment makes the most sense for you and for advice on managing your LAMP list.*

Please note: Handshake is a great source for searching for and applying to jobs and internships, but it is also the hub for finding virtual and on-campus events and it is where you make appointments with career coaches.



NETWORKING AND MAKING CONNECTIONS

Now that you understand some of the commonly used ways to search and apply for job opportunities, we will focus on networking—the true key to success for an international student.

Here is a comprehensive guide to networking, including why it is important and how you should navigate it.

WHAT IS NETWORKING?

Networking is the act of growing your community by building and nurturing relationships over time with the goal of strengthening your “career support system.” It is, at its core, building a community of individuals with shared interests, aspirational careers, and those working within the same industry as you to share in a **mutually beneficial relationship**.

Examples of networking activities include:

- » Scheduling a 1:1 coffee chat with industry professionals
- » Attending an industry-related conference or networking event
- » Finding a mentor
- » Asking alumni about their career journey
- » Joining a professional association

WHY NETWORKING MATTERS

While connections may not guarantee a job offer, they can facilitate getting your resume into the right hands, prompting a second look at your credentials, or guiding you in the right direction.

According to a LinkedIn survey, 79 percent of professionals consider networking a critical part of their career success. Another 70 percent were hired within a company where they already had a connection.

» **Job boards:** Here are additional job boards that support international students:

- **Interstride** is an interactive portal designed to help students find global opportunities, student-friendly jobs and internships, and immigration guidance.
 - Access jobs and internships in more than 80 countries
 - Find immigration guidance and country insights for over 150 countries
 - Connect with a global student and alumni community
- **MyVisaJobs** is an online community and information portal for people looking for jobs that require a visa.
 - Fill out a career profile
 - Match your skills and preferences
 - Pitch you matched employers
- **Ultimate H1B sponsor checker:** Add this Google Chrome extension to find out if a company has sponsored H-1B visas through LinkedIn, Indeed, Google, or Glassdoor.

Note: Some employers will clearly indicate in their job descriptions if they are open to hiring international students, while others may not mention visa status at all. If a position description specifically says a company will not accept candidates without permanent U.S. work authorization, we do not recommend using your valuable time to apply. To gather more information, use filters, designated international student job boards, and reach out to alumni contacts.

Here are some additional key strategies for your job search:

- » **Tailor your resume:**
 - Create different versions of your resume for different types of positions (e.g., financial analyst vs. data analyst).
 - Use keywords from the job description in your resume, but only for skills and experiences you genuinely possess.
- » **Apply early:**
 - Submit applications as soon as possible after a job is posted. This increases your chances, as the company might be looking to fill the position quickly or might have multiple openings.
- » **Highlight your value:**
 - Emphasize the skills and experiences you bring to the company in your cover letter, resume, and interview.
- » **Be strategic with applications:**
 - If a company states they don’t offer sponsorship, require permanent U.S. work authorization or a Confidential, Secret or Top Secret/SCI Security Clearance, don’t waste time applying. Be honest about your visa requirements from the start.

- » **Glassdoor** offers job listings, company reviews, CEO approval ratings, salary reports, interview reviews and questions, and benefits reviews.

HOT TIP: Students get more invitations to interview when spending significant time networking with alumni and industry professionals instead of simply clicking “Apply” to hundreds of positions.

ADDITIONAL JOB BOARDS FOR ALL SEEKERS:

- » **Career Resources on Demand:** Carey has curated additional industry specific job boards and search firms.
- » **LinkedIn** offers a range of filters to streamline your job search, ensuring you discover opportunities aligned with your skills and qualifications.
- » **Indeed** allows job seekers to search millions of jobs in more than 60 countries and 28 languages.

WHAT YOU CAN GAIN FROM NETWORKING

1. Opportunity creation: Networking opens doors to new opportunities such as job leads, business partnerships, collaborations, mentorship, and learning experiences.

Look for opportunities to collaborate with others on projects, initiatives, or ventures that align with your interests and goals. Collaborative efforts can lead to shared success and mutual benefit.

2. Professional development: By connecting with individuals from diverse backgrounds and industries, you gain access to a wealth of knowledge, insights, and perspectives that can broaden your understanding and help you stay updated on industry trends.

Networking encourages personal growth by exposing you to new ideas, challenges, and opportunities for self-improvement. It can boost your confidence, communication skills, and adaptability.

Use networking as a platform for continuous learning and skill development. Attend industry events, conferences, workshops, and seminars to stay informed about the latest trends, technologies, and best practices.

3. Career advancement: It can enhance your visibility within your industry and increase your chances of career advancement through referrals, recommendations, and introductions to influential individuals.

Networking allows you to showcase your expertise, values, and unique qualities to establish a strong personal brand within your network. You should consistently deliver value, demonstrate integrity, and build a reputation as someone others can trust and rely on.

AWESOME! I’M CONVINCED. HOW SHOULD I START?

Let’s start by evaluating your current network.

Your network includes people you know directly via in-person or online groups including your peers, classmates, faculty, program advisors, former colleagues, supervisors, family, neighbors, etc. The foundation of your network should be those with whom you have worked, been educated, or have had meaningful experiences.

As an exercise, start by making a list of individuals you would consider to be in your network. The goal is to think of individuals you already know and would feel comfortable reaching out to for support, career guidance, referrals, or introductions. Let’s aim for 25 contacts. This will now serve as your “foundational network.” From here, your goal will be to grow this foundational network with quality contacts and relationships. **More on that later.**

The great news is—you may have just written down 25 contacts, but these contacts can provide you with direct access to their networks as well. Imagine each one of your 25 contacts has 25 contacts of their own. That’s direct access to 625 people.

Consider this scenario:

- » You have developed a great working relationship with your Carey classmate, Cecilia
- » Cecilia has a friend from high school, Vivian, with whom she keeps in-touch
- » Vivian works as a data analyst at AT&T
- » You’re interested in pursuing a career in data analytics and are looking to grow your network in that field
- » You have access to Vivian via your classmate, Cecilia. You can ask Cecilia for an introduction to her friend, Vivian.

GREAT! I HAVE MY CURRENT NETWORK LIST ESTABLISHED. NOW WHAT?

It’s time to grow your network! Take a targeted approach: list your desired jobs and companies, then research and identify individuals at those organizations using LinkedIn.

Identify three to four people at different levels of authority, from vice president or directors to hiring managers and recent MBA graduates with your desired job title. Network vertically to cover various influencers in the hiring process.

Remember, you’re not reaching out for a job or referral—those are potential outcomes. Lead with curiosity and aim to build genuine connections.

Don’t forget to leverage your current network, as appropriate. Is there anyone in your current network who could introduce you to someone working at one of your target companies? Ask for an introduction! [Here’s an article about how to ask for an introduction to someone’s network.](#)

Networking usually comes in two forms:

1. Promoting your skills: Your 30-second elevator pitch is a crucial tool for promoting your skills. You can find more guidance on crafting this pitch through our career resources on demand. However, showcasing your value, experience, and knowledge extends beyond this brief introduction. You can achieve this by actively putting yourself out there—write and share insightful articles on LinkedIn, speak at conferences, or participate in case study competitions. Each of these activities helps to demonstrate your expertise and expand your professional network.

2. Seeking advice: This usually comes in the form of “curiosity conversations,” also known as informational interviews.

WHAT ARE INFORMATIONAL INTERVIEWS?

Informational interviews are 1:1 virtual or in-person conversations with industry professionals working in positions, companies, or fields of interest to you. They are an excellent way to gain insight, explore career paths, and gather information to help you make an educated decision about your own career journey. For more information and a video demonstrating a mock “informational interview,” click [here](#).

HOW DO I SET UP AN INFORMATIONAL INTERVIEW?

Here is a step-by-step guide to scheduling an informational interview.

- 1. **Identify your purpose:** Before reaching out, clarify why you want to schedule an informational interview. Are you seeking career advice, exploring a new industry, or learning more about a specific role or company?
- 2. **Research:** Utilize LinkedIn to search for individuals in your desired role, industry, or company. You want to target people who are in an aspirational role but who aren't so high up that they won't have time to meet with you.
- 3. **Send a LinkedIn request:** Send a connection request and make sure to use the "add personalized note" feature to write a custom message about why you would like to connect. See a template later in this section for sample language.
- 4. **Craft your message:** Write a concise and polite email or LinkedIn message requesting an informational interview. Include why you are interested in speaking with them, a brief introduction about yourself, and your availability. Click [here](#) for more information on making the informational interview request.

Tip: Prioritize Carey alumni and those with whom you have a mutual connection. More on how to utilize the LinkedIn search filters [here](#).

- 5. **Follow-up:** If you don't get a response within a week, send a polite follow-up message. Sometimes emails or LinkedIn messages can get buried. It's appropriate to send a gentle reminder but don't follow up more than once or twice.
- 6. **Confirm details:** Once they agree to the interview, confirm the date, time, and method of communication (in-person, Zoom, phone, etc.). Double check time zones, if necessary. If meeting in-person at a coffee shop, it is polite to offer to buy the other person's coffee.
- 7. **Prepare questions:** Prepare a list of thoughtful questions in advance. Ask about their career journey, industry trends, challenges they have faced, and advice for aspiring professionals. Here is a [list of sample questions](#).
- 8. **Respect their time:** Be punctual and respectful of their time during the interview. Stick to the agreed upon time—if you asked for 20-minutes, stick to 20-minutes.
- 9. **Send a thank-you note:** After the interview, send an email within 24 hours thanking them for their time and insights. Reiterate any key takeaways or action items discussed.
- 10. **Stay connected:** Maintain connection via LinkedIn and periodically updating them on your progress or any milestones reached as a result of the conversation.

*** Use this [connection tracking spreadsheet](#) to keep yourself organized. ***

HOW DO I STAY CONNECTED WITH THEM AFTER THE INFORMATIONAL INTERVIEW?

We recommend following their lead when it comes to communication preferences and style. Some may prefer email updates while others may prefer phone or coffee chats periodically to stay connected.

It can be a good idea to ask your new contact at the end of the informational interview what their preferred style of communication is and if it would be OK for you to stay in contact to keep them updated on your progress. Based on their response, it may be appropriate to send email updates with milestones and accomplishments, etc. However, not every connection will need frequent contact.

Some ways to stay connected include:

- » If your new contact hosts an event, webinar, or workshop, you may want to consider attending to support them. This will provide an additional opportunity for face-to-face interaction and further develop your professional relationship.
- » Look for opportunities to offer value to them, whether it is sharing resources, making introductions, or helping on a project.
- » Engage with their content on LinkedIn—make sure to like and comment. This will keep you visible and is an easy way to support them.

WHEN WOULD IT BE APPROPRIATE FOR ME TO ASK FOR A JOB REFERRAL?

A job referral should always be earned, never be expected. Asking for a job referral is a delicate matter that requires careful consideration of timing and your established relationship.

It is best to ask someone who has a good understanding of your skills and work ethic such as a former colleague, supervisor, or mentor.

It may be appropriate to ask a new contact for a referral but only if it is someone with whom you have a rapport and have had a positive, quality, face-to-face interaction.

For example, at the conclusion of your informational interview, you could let them know you have noticed their organization is actively hiring for XYZ role and that you are interested in applying. You could then ask if they have any advice on how you should navigate the application process. At this point, they may offer a referral.

Some larger organizations have "referral bonus programs." These are programs where employees receive a monetary stipend for referring new employees. Employees that work at these organizations will be more likely to refer candidates since it is mutually beneficial to do so.

** Carey students have **FREE access** to [Exponent](#), a tech interview prep resource. This platform includes a **referral request feature**, allowing you to submit job referral requests from employees at tech companies like Google, Amazon, Intel, Door Dash, etc. **

SHOULD I ASK ABOUT SPONSORSHIP WHILE NETWORKING?

It is not advisable to ask about visa sponsorship during the initial networking conversations as it can appear presumptuous and may overshadow the relationship-building process. Bringing up visa matters too early can also detract from the focus on mutual interests and opportunities within the industry or company. Additionally, it’s unlikely the individual you are networking with knows the answer to this question.

SHOULD I EVEN BOTHER NETWORKING WITH INDIVIDUALS WORKING AT COMPANIES I KNOW DON’T SPONSOR?

Yes! Networking with individuals at companies that don’t typically sponsor candidates without permanent U.S. work authorization can still be valuable for several reasons. First, they may offer advice on career pathways and industry trends. Second, they might have connections and could introduce you to opportunities within their network. Lastly, by building relationships with professionals in your field, you are laying the foundation for the future—it is normal for individuals to change jobs every few years, so you never know where they may end up.

NETWORKING ONLINE

[Networking via LinkedIn](#) can be an effective way to build your professional network. As a graduate-level business student, it is expected that you are using LinkedIn and regularly updating your profile. LinkedIn is an invaluable tool that allows you to grow your network and support future career growth. Here is a step-by-step guide towards networking via LinkedIn.

- 1. **Optimize your LinkedIn profile:** Your LinkedIn profile serves as your digital resume and online professional brand. Make sure it is up-to-date, complete, includes a photo, and highlights your accomplishments. More on [how to optimize your LinkedIn profile here](#).
- 2. **Expand your network:** Start by connecting with people you know. Make sure to connect with classmates, peers, professors, colleagues, and acquaintances.
- 3. **Personalize your connection request:** When sending a connection request, personalize each message by reminding them how you know each other. See the template later in this section for language you can use.

- 4. **Engage with content:** Engage with content on LinkedIn by liking, commenting, and sharing posts that are relevant to your industry and interests. This helps you stay visible to your network. Your network will see everything you like, share, and comment on.
- 5. **Share your insights:** Share your own content such as articles, blog posts, or industry updates to demonstrate your expertise and to add value to your network.
- 6. **Join LinkedIn groups:** Join groups related to your industry, Carey, professional interests, or geographic location. Participate in group discussions, ask questions, and share insights to connect with like-minded individuals.
- 7. **Expand your network (again):** Use advanced search filters to find industry professionals based on criteria such as location, industry, job title, [school](#), company, etc. [More on effective LinkedIn search strategy here](#).

LINKEDIN MESSAGE TEMPLATES

PERSONALIZED CONNECTION REQUEST

When sending a connection request on LinkedIn, always add a personalized note. The general template formula is “personalized greeting + how you know them + why you want to connect.” These notes are limited to 200 characters.

- 1. **Someone you met at a conference or event**
“Hi [insert name]! It was great meeting you at [insert event name] last [insert day/week/month]. I enjoyed our conversation about [give context to what you spoke about]. I’d love to connect and stay in the loop on what you’re up to.”
- 2. **A thought leader in your industry who you don’t know personally**
“Hi [insert name]! I’ve been following your content for a while now and really enjoy [insert personalized comment about their content]. I’d love to connect and continue supporting your work!”

“Hi [insert name]! I recently saw your article about [insert topic]. I appreciated your [insert key takeaway]. I’d love to connect and continue following your work!”

HOT TIP: Utilize a FREE chrome extension like [Magical AI](#) to expedite the messaging process. Magical AI allows you to insert templates for different scenarios via keywords. It integrates with LinkedIn, Gmail, Outlook, etc. Just create a database of templates, type your personal keyword to trigger the template you’d like to use, and edit to personalize. The free version gives you 20 templates per day.

- 3. **A Carey alumnus**
“Hi [insert name]! I’m a Carey [insert major] student and noticed you graduated from the [insert alumni’s major] program in [insert year]. I’m really impressed with your experience working in [personalize their career background]. I’d love to connect and learn more about your [career journey] OR [experience working in XYZ field].”
- 4. **Informational interview request**
“Hi [insert name]! I’m a Carey [insert major] student and I’m really impressed with your background in [insert field OR company OR industry]. I’m hoping to break into the world of [insert field or industry]. I’m curious if you’d be open to a quick chat (20 minutes) to share more about [area of interest]?”

EXAMPLE: “Hi Dan! I’m a Johns Hopkins Carey Business School MBA student and I’m really impressed with your background in tech and product management. I’m hoping to transition into the world of PM, and I’d love to learn from you. I’m curious if you’d be open to a quick chat (20 minutes or so) to share more about your career journey?”

WHERE ELSE CAN I NETWORK ONLINE BESIDES LINKEDIN?

[OneHop](#) is a Johns Hopkins platform that connects you directly with alumni who are open to mentoring. Alumni recommendations will be made based upon your profile information. You can also browse the community of professionals by industry, major, location, and more.

Once you are matched with an alumni, you’ll be able to reach out to schedule a virtual or in-person meeting. OneHop is basically just a database of alumni waiting to have informational interviews with you!

NETWORKING IN-PERSON

- » **Affinity conferences:** Affinity conferences are one or multi-day events that cater to individuals of a shared interest, identity, background, or affiliation. They may focus on those within underrepresented groups such as veterans, women, people of color, LGBTQ+, or individuals with disabilities. These conferences provide a platform for networking, community building, and professional development and often include a keynote speaker, panel discussion, workshops, networking sessions, and social events. [Explore a list of affinity conferences here.](#)
- » **Professional associations:** Professional associations are industry or field-specific organizations that support or advance the interests of their members. These associations typically have membership requirements and offer numerous benefits and resources to their members including professional development, industry insights, career support, job boards, and online forums. They also host social events, industry-specific conferences, and loads of networking opportunities. [Explore a list of professional associations and industry conferences here.](#)
- » **Local networking events:** We encourage you to get involved in local networking communities! To find local Baltimore or Washington D.C. networking events, visit websites such as [Eventbrite](#). It may also be helpful to follow relevant hashtags on social platforms such as LinkedIn, Facebook, or Instagram. Many networking events are promoted through these channels. Examples of networking groups to consider are [LinkedIn Local](#), [UpSurge Baltimore](#), [World Trade Center Institute](#), etc. You may want to sign up for industry-specific newsletters to stay-up-date on industry-relevant networking events such as [Technical.ly](#) (for tech and entrepreneurship).
- » **Carey-specific events:** At Carey, our Employer Relations team is dedicated to sourcing networking opportunities for you. One of our signature events includes our weekly “Industry Insiders” where you can engage in career conversations with professionals working at top companies like Amazon, Morgan Stanley, Google, Hilton, Abbott, CareFirst, Barclays, Accenture, and Deloitte. These popular networking events are advertised in Handshake and via a weekly ‘Hot Jobs’ email every Friday. Don’t worry, you’re automatically registered to receive these emails. To stay up-to-date and register for Carey-specific programming, search events in [Handshake](#).

AVOID THESE NETWORKING MISTAKES

In summary, networking is a delicate skill that requires practice and finesse. Here are some key mistakes to steer clear of:

1. **Being too transactional:** Networking is about building genuine relationships, not just extracting favors or job leads. Avoid approaching conversations with a purely transactional mindset. For example, let’s say you attend a networking event and immediately approach someone who you know works at a company you’re interested in. Instead of engaging in genuine conversation and getting to know them, you quickly launch into a rehearsed pitch about your skills and qualifications, hoping to secure a job referral on the spot. You don’t take the time to listen to their responses or offer any value in return. This transactional approach focuses solely on what you can gain from the interaction, rather than building a mutually beneficial relationship.
2. **Not doing your homework:** Failing to research the person or company you’re networking with can come across as unprepared and disinterested. Take the time to learn about their background and interests before reaching out.
3. **Being overly aggressive:** Pushing too hard for job leads or referrals can be off-putting. Instead, focus on building rapport and adding value to the conversation.
4. **Ignoring follow-up:** Neglecting to follow up after an initial interaction can signal disinterest or lack of professionalism. Always send a thank-you email and stay in touch with your contacts.
5. **Talking too much about yourself:** Networking is a two-way street. Don’t monopolize the conversation by only talking about yourself. Show genuine interest in the other person and ask thoughtful questions.

6. **Not being authentic:** Trying to be someone you’re not or pretending to have more experience than you do can quickly backfire. Be genuine and authentic in your interactions.
7. **Forgetting to listen:** Effective networking involves active listening. Pay attention to what the other person is saying and show genuine interest in their experiences and insights.
8. **Not giving before asking:** Building a network is about reciprocity. Offer your help, advice, or resources before asking for favors or assistance.
9. **Being inconsistent:** Networking requires consistency and follow-through. Don’t only reach out when you need something; maintain regular contact with your network over time.

Even the most seasoned professionals can feel nervous about networking, so it’s completely understandable if it feels overwhelming. We suggest starting with the people you know best—your friends, family, and classmates. Share with them your career goals and where you see yourself after graduation. Then, take the next step by attending a Carey networking event with alumni who are just as invested in your success as you are.

Challenge yourself further by reaching out to new connections on LinkedIn. Keeping an open mind is crucial—after all, you never know who that key connector might be. Believe it or not, networking will become the primary source of job opportunities in your career. As a graduate-level business student at Carey Business School, networking will continue to be the practice that propels your career forward.



GAINING EXPERIENCE: TIPS FOR BUILDING YOUR RESUME AS AN INTERNATIONAL STUDENT

Through your networking conversations, informational interviews, and analysis of job descriptions, you are hopefully learning about the importance of getting experience beyond the classroom. However, how are you supposed to get experience if you can’t even use your CPT until the summer?

We will not be covering how to write a resume in this guide but encourage you to check out [Resources on Demand](#) and meet with your career coach or peer career advisor (for MS programs) to help create a well-crafted resume. However, we do want to discuss how to build your resume throughout your time at Carey—especially as an international student.

There are numerous ways you can gain experience and add value to yourself as a candidate.

STUDENT EMPLOYMENT (SMILE) AND ON CAMPUS JOBS

International students can work on campus at any time throughout the year; you do not have to wait until your CPT is ready. [SMILE](#) is the online platform that connects current students to paid campus internships and employment opportunities across Johns Hopkins University. This platform includes paid campus internships and a variety of student jobs (both work-study and non-work-study). Student employment and paid campus internships can be valuable experiences while in graduate school. Check the [SMILE website](#)

frequently to see open positions. Please note that SMILE is the only place to find on-campus jobs, they are not listed on Handshake.

HOT TIP: While positions are officially posted on *SMILE*, you can also utilize your networking skills and talk with various faculty and staff across campus to learn about openings ahead of time.

EXPERIENTIAL LEARNING

Experiential learning is the process of learning by doing. You do not need a paying job in order to gain experience. Participating in experiential learning opportunities is a great way to put new skills into practice, collaborate with other students, and demonstrate leadership abilities—all meaningful experiences to include on your resume.

Here are several hands-on ways to engage in experiential learning and apply your business skills in practical contexts:

- » **Scope A Thon:** The Scope A Thon is a half day event in which Carey students apply business knowledge and expertise to scope and address a current challenge for local entrepreneurs.

Diverse teams of students are matched and collaborate with small business owners in need of a variety of services such as strategic planning, marketing, finance, operations, or other business areas. Students are also provided consulting training and resources to prep in advance. This is a great first step to see if the Community Consulting Lab (CCL) is a good fit for you.

- » **Community Consulting Lab (CCL):** The [Community Consulting Lab \(CCL\)](#) is a unique, eight-week hands-on, fully supported, consulting experience and business accelerator program open to Johns Hopkins graduate students, including Carey Business School, and local minority-owned small businesses of the Greater Baltimore and D.C./Maryland/Virginia (MDV) area. Through a collaborative, matched partnership, student participants will apply their business toolkit and knowledge to assist a local small business, startup, or non-profit.
- » **Case Competitions:** Participating in a business-related case competition is one of the best ways to develop critical business and presentation skills, gain practical real-world industry experience, and network with experts and potential employers. Partner with Carey faculty to fine-tune your presentation and case analysis skills. And then put your theories to the test and present to leading executives around the world. With competitions hosted at Carey and funding available to register and travel to outside competitions, you can compete in and win some of the most prestigious case competitions worldwide. Visit our [website](#) to read about students’ success stories in case competitions.

A WORD OF CAUTION

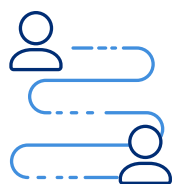
Be selective about the activities you choose to do outside of the classroom. You will need to figure out the right balance between coursework, student employment, participating in experiential learning activities, and of course, relaxing and spending time

- » **Student organizations:** Getting involved in student organizations is another way to gain leadership experience, improve your teamwork skills, and build community. Information on student groups is found in [HopkinsGroups](#). Student organizations create programming around important topics in business. Programming can include participating in a national conference, developing a speaker series, networking with industry experts, or hosting social events. Look at the list of student organizations on [HopkinsGroups](#) and see which ones might interest you. And if you’re not interested in any of these topics, you can start your own!
- » **Class projects:** You will participate in many class projects throughout your degree program. This is a valuable experience to include on your resume. Below is an example of a class project and where/how it is included in a sample resume.

Gaining experience through one or all these avenues has multiple benefits, including:

- » Adding U.S.-based work experience to your resume
- » Gaining insights into potential career paths and discovering your preferred skills and strengths
- » Contributing to your community
- » Developing essential power skills such as leadership, teamwork, and communication, which can differentiate you from your peers
- » Expanding your professional network and making valuable connections
- » Enjoying the experience and having fun along the way

with friends. We strongly recommend students do more than just coursework—some of the most valuable experiences during your time at Carey can take place through these extracurriculars. You just need to manage your time!



PUTTING IT ALL TOGETHER: STUDENT SUCCESS STORIES, CREATING A TIMELINE AND ADDITIONAL RESOURCES

STUDENT SUCCESS STORIES

To help you see this process in action and show how it can work, we've highlighted a few success stories below.

Name: Hongjie (Grace) Zhu
Degree: M.S. in Finance
Grad year: 2016
Internship: Entertainment-based investment banking firm

- » 5 months
- » 3 networking coaching group sessions
- » 1 LinkedIn informational interview
- » 2 phone interviews
- » 1 lunch interview
- » 3 near rejections
- » Several instances of follow-up
- » 1 summer internship with entertainment-based investment banking firm

Name: Kavindee Edirrisinghe
Degree: MBA
Grad year: 2018
First job: Project Manager, US Private Bank & Wealth Management at Legg Mason

- » 200–250 LinkedIn DM's
- » 40% response rate
- » 100–150 follow-up messages
- » 50 informational interviews
- » 8 networking events
- » 3–5 quality contacts at each event
- » 1 internship at Legg Mason

Name: Gururaj Rao
Degree: MBA
Grad year: 2020
First job: FedEx Corporate Services

"I sent about 2–3 LinkedIn DM's a week and was very specific and targeted in the first few months until I secured an internship. Initial response rates were high because my request was for 10–15 minutes of their time and not an internship/job. I have never asked anyone directly for an internship/job but instead talked about their team, roles and responsibilities, growth opportunities/roadmap etc. I followed up once but never pursued anyone that didn't respond to the follow-up. Instead, reaching out to multiple folks within a team/company worked better."

Name: Hanqing Liu
Degree: M.S. in Information Systems
Grad year: 2023
First job: Information Management Analyst at IMF

"I received valuable support from the alumni network, particularly from a Carey alum who passed my resume to the hiring manager of my current team. Additionally, my career coaches provided excellent information and advice about the position and interview process. They helped me with resume drafting and interview preparation. Personally, I made a concerted effort to adapt to the U.S. business culture and diligently worked on improving both my networking and language skills."

DEVELOPING YOUR SCHEDULE

To hold you accountable, we suggest creating a schedule with targets for LinkedIn outreach, informational interviews, and job applications. Depending on your program and specific career goals, your schedule may look different than someone else's. We suggest working with your career coach to create a timeline that is unique to you. However, please keep in mind that:

- » [Finance and consulting](#) start very early (July–September)
- » Many companies have analyst or leadership development programs for MBA/graduate-level students that also start recruiting very early (July–September)
- » Aim to have all your documents (resume, cover letter, LinkedIn profile) ready to share with employers within the first few weeks after Orientation—remember to continue to update as you move forward
- » The Employer Relations team plans weekly networking events. Check Handshake for more details
- » Networking is a continuous process that should occur all year long
- » Many students find success through the direct hire job search that will take place within one to three months before you graduate

QUICK LINKS TO ADDITIONAL RESOURCES:

- » [Resume Guide](#)
- » [Industry Overview videos](#)
- » [Interviewing Resources](#)
- » [Hiring Scams](#)
- » [Managing Offers and Negotiation](#)
- » [Student Recruitment Expectations Handshake](#)
- » [LAMP List](#)
- » [Contact Tracking Spreadsheet](#)
- » [MyVisaJobs](#)
- » [Interstride](#)



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