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Job Market Trends & Recruitment Process in US

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Major features of recruitment in US

**Availability-
based
recruiting**

**Job/Task-
based
recruiting &
evaluation**

**Relatively
long
recruiting
process**

**The power
of employ
referral**

**Recruitment
via SNS**



Percentage of college recruiting

Fall vs. Spring (2014-2019)

Job Outlook Survey Year	Fall	Spring
2019	71%	29%
2018	70%	30%
2017	72%	28%
2016	71%	29%
2015	66%	34%
2014	62%	38%

(Source: Job outlook 2019, (N=172 employing organizations), National Association of Colleges and Employers)



Top degrees in demand

Broad Category	# of Respondents that will hire	% of total respondents
Business	84	83.2%
Engineering	83	82.2%
Computer & Information Sciences	63	62.4%
Math & Sciences	35	34.7%
Communications	19	18.8%
Social Sciences	21	20.8%
Humanities	6	5.9%
Agriculture & Natural Resources	6	5.9%
Healthcare	5	5.0%
Education	1	1.0%

(Source: Job outlook 2019, (N=172 employing organizations), National Association of Colleges and Employers)

Major attributes for job application

Attribute	2019 Average Influence Rating	2018 Average Influence Rating	2017 Average Influence Rating
Has completed an internship with your organization	4.6	4.6	N/A
Has internship experience in your industry	4.5	4.4	N/A
Major	4.0	3.8	4.0
Has held leadership position	3.8	3.7	3.9
Has general work experience	3.7	3.7	N/A
Has been involved in extracurricular activities (clubs, sports, student government, etc.)	3.5	3.3	3.6
Has no work experience	3.4	3.4	N/A
High GPA (3.0 or above)	3.3	3.4	3.6
School attended	2.7	2.8	2.9
Has done volunteer work	2.6	2.7	2.6
Is fluent in a foreign language	2.1	2.2	2.1
Other	2.1	2.2	N/A
Has studied abroad	2.0	2.2	2.0

(Source: Job outlook 2019, (N=172 employing organizations), National Association of Colleges and Employers)

College students in US



“The economics of the debt crisis have become a major distraction to students’ education”

John Hupalo, CEO of Invite Education (Education financial planner)

- Students spend an average of 4.2 hours a day working paid jobs
 - X2 Library hours, +2 hours than time in class, +1.4 hours than study time at home
- Six in 10 students said they feel anxious about their finances “frequently” or “all the time”
- Women and people of color disproportionately bear the burden of student loan debt

(Source: “U.S. Students Spend More Time Working Paid Jobs Than Going to Class” Bloomsburg (2018.09.20))

Millennial ghosting on their jobs

Why Millennials Ghost Jobs



Overconfident students, dubious employers

Competency	% of employers that rated recent grads proficient	% of students who considered themselves proficient
Professionalism/Work ethic	42.5%	89.4%
Oral/Written communications	41.6%	79.4%
Critical thinking/Problem solving	55.8%	79.9%
Teamwork/Collaboration	77.0%	85.1%
Leadership	33.0%	70.5%
Digital technology	65.8%	59.9%
Career management	17.3%	40.9%
Global/Intercultural fluency	20.7%	34.9%

(Source: Job outlook 2018 (N=201 employing organizations) and The Class of 2017 Student Survey Report (N=4,213 graduating seniors), National Association of Colleges and Employers)

Job application process (Entry-level applicants)





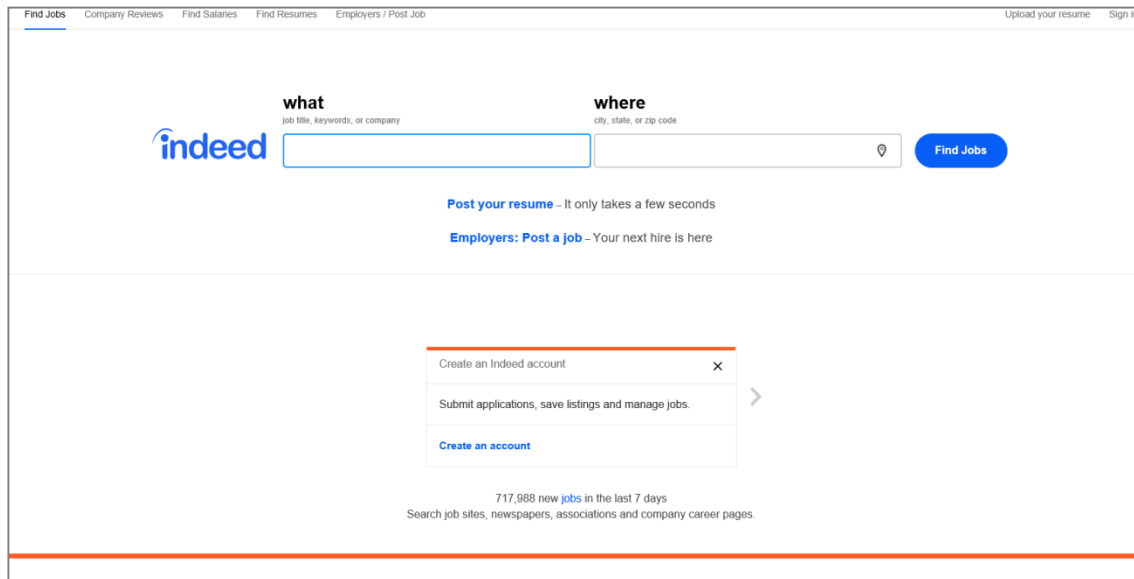
Employment Contract

Contract of employment
The rights and responsibilities
between an employer and
employee

Job application process

(1) Job search

- Job announcement through college career center
- Newspaper
- Job fairs
- SNS job postings **Linked**  
- Job search/posting website or mobile app



The screenshot shows the Indeed job search homepage. At the top, there are navigation links: Find Jobs, Company Reviews, Find Salaries, Find Resumes, and Employers / Post Job. On the right, there are links for Upload your resume and Sign in. The main search area features the Indeed logo, a 'what' search box (job title, keywords, or company), and a 'where' search box (city, state, or zip code). A blue 'Find Jobs' button is to the right of the search boxes. Below the search boxes, there are two promotional links: 'Post your resume - It only takes a few seconds' and 'Employers: Post a job - Your next hire is here'. A modal window is open in the center, titled 'Create an Indeed account', with a close button (X) and a right arrow. The modal contains the text 'Submit applications, save listings and manage jobs.' and a 'Create an account' link. At the bottom, it states '717,988 new jobs in the last 7 days' and 'Search job sites, newspapers, associations and company career pages.'

*LinkedIn

- LinkedIn is a frequently-used social recruiting tool
- It is important for job-seekers to update their profiles based on their careers and backgrounds to appeal to HR associates





*Preferred job search/posting websites

- Employers can post available job positions and applicants also can upload their cover letters and resumes
- Job posting fee: approximately \$500-700 per month
 - Some websites for free posting or with low fee are also available
- Preferred job search/posting websites
 - www.indeed.com (\$350-500/month): mostly for white collar jobs
 - www.monster.com (\$500-700/month): mostly for white collar jobs
 - www.craigslist.org (\$45): good for blue collar jobs (This website is a priority for American applicants)
 - www.radiokorea.com (Free & \$350-550/month): great for Korean applicants
 - www.koreadaily.com (Free & \$250-500/month): great for Korean applicants
 - www.ziprecruiter.com (\$350/month): Blue & white collar jobs available

Job application process

(2) Job application

- Prepare a cover letter and a resume
- No discrimination (e.g., age, color, disability, gender, race, religion, sexual orientation)

* Most employers in US prefer experienced applicants. So, it is important for new college graduates to build their careers from internship experience or any available positions of their pursued careers.





Job application process

(3) Interview

- Applicants who survived from company's assessment are invited to interviews (often announced by call or email)
- A series of interviews (up to 2-3 times) are arranged
- Most interviews include job/task-oriented conversations, which is fundamentally crucial for salary negotiation
- It is illegal to ask personal information such as age or marriage status

Examples of interview questions

- Tell me about yourself.
- What is your strong point and a weak point?
- What is your current job title and job description, if you are currently employed?
- Why should I hire you?
- What is your ultimate goal in your life?
- What do you usually do on weekends?
- If there is a problem that you can't handle by yourself, what would you do?

Job application process

(4) Reference check

- Employers often require applicants to submit at least three contacts for reference check

***“If you were in my position to recruit someone,
would you hire him/her?”***



A vertical graphic on the left side of the slide featuring the stars and stripes of the United States flag.

Job application process

(5) Background check/Drug test/Physical examination

- Employers should earn applicants' consent prior to background check, drug test, and physical examination
- Employers look up and compile criminal, commercial, and financial records of applicants
- A drug test has become more important since the legalization of marijuana in some states
- A physical examination prior to the official job offer is essential



Job application process

(6) Paper works

- W-4: the form that indicates how much tax to withhold from each paycheck
 - I-9: the form that verifies the identity and employment authorization of individuals hired for employment in US
 - US citizens
 - Permanent residents
 - Work permit visa holders
 - Internship visa holders
- * International students have difficulties in earning work permit visa because it requires companies' sponsorship.
- * There are many illegal immigrants or international students being hired for part-time positions.

A vertical graphic on the left side of the slide featuring the stars and stripes of the United States flag.

Job application process (Experienced applicants)

- The overall process is similar to entry-level applicants
- However, mostly it occurs from the recommendation of colleagues or job offers from headhunters
- Experienced applicants often look for a better job offer compared to the current position and it is important to check the coverage of medical insurance
- One should give the notice to the current company at least 2 weeks in advance of leaving (2-week notice)

A vertical graphic on the left side of the slide featuring the stars and stripes of the United States flag.

After job offer

○ Probationary period (90 days)

- This period is to ensure whether employers and employees can collaborate with each other
- There is no problem to either quit a job (from employees' perspective) or lay off (from employers' perspective) during this period. If it occurs, the employee **cannot** receive unemployment benefit from the government

○ Sexual harassment prevention training

- Mandatory for all employees (1 hour for entry-level positions, +2 hours for managerial positions)
- A company's liability becomes significant if sexual harassment case is reported under no regular prevention training



Korean international students in US

1,232 students out of 63,119 in total

Rank	Institution	Region
1	University of Illinois, Urbana-Champaign	Champaign, Illinois
2	Columbia University	New York, New York
3	New York University	New York, New York
4	University of California, Berkeley	Berkeley, California
5	University of California, Los Angeles	Los Angeles, California
6	University of Southern California	Los Angeles, California
7	Cornell University	Ithaca, New York
8	University of Michigan	Ann Arbor, Michigan
9	University of California, San Diego	La Jolla, California
10	University of Pennsylvania	Philadelphia, Pennsylvania

(Source: College Factual)



The next step after graduation

American students vs. International students

	US students	International students
# of graduates	4,603	830
Getting jobs	67%	34%
Going to graduate school	22%	53%
Volunteer works	<1%	0%
Preparing job application	7%	7%
Preparing for graduate school	3%	4%
Others	1%	2%

(Source: UIUC 2016-2017 ALL CAMPUS UNDERGRADUATE REPORT (2016-2017))

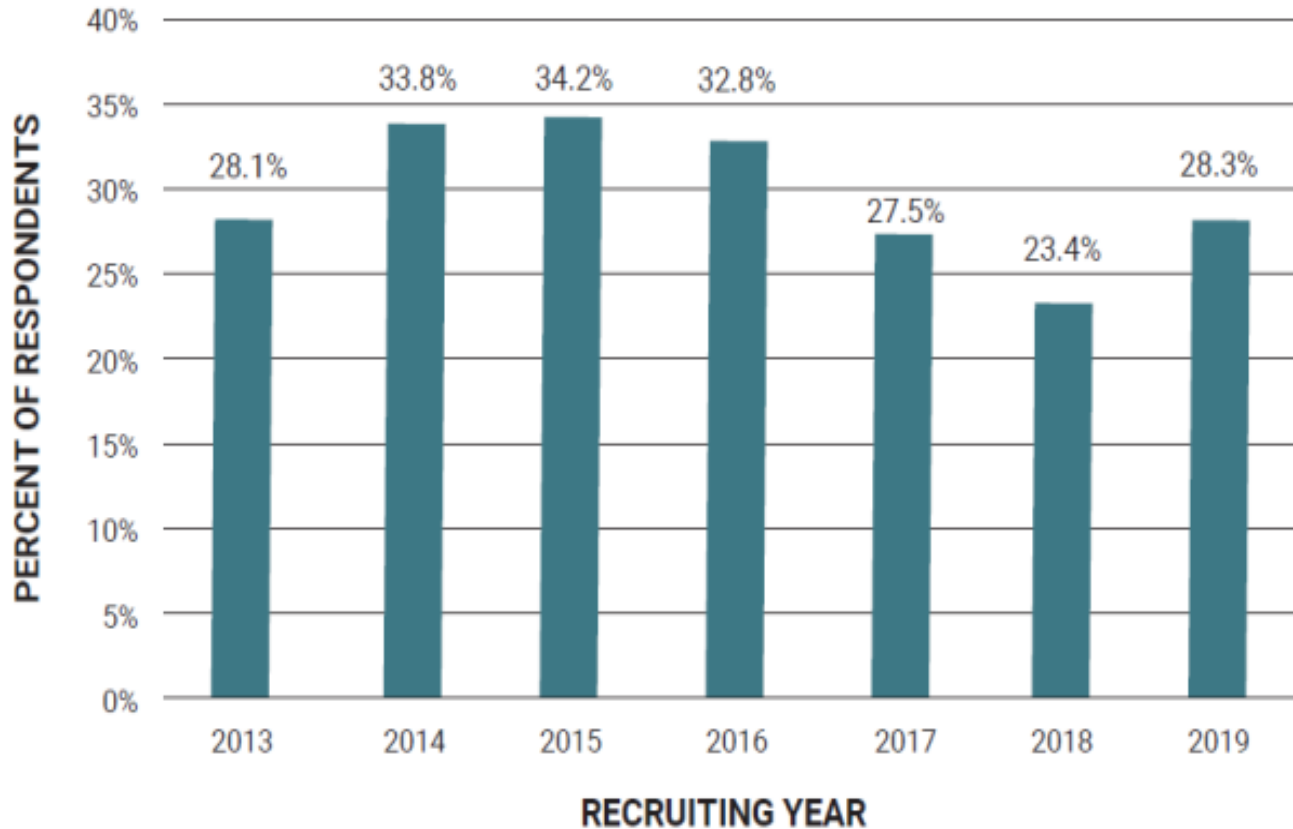


Job market situation for international students

- Job opportunities are limited to individuals who have obtained US citizenships, permanent residence, or work permit visas
 - Work permit visas (H1) are offered more frequently to the four following areas: Science, Technology, Engineering, and Mathematics
 - In general, it is difficult to get sponsorship for work permit visas from companies. However, some Korean corporate and their partners have established their subsidiaries in the states of Georgia or Alabama, and they are relatively favorable to sponsor visas for Korean international students and hire them.
- Korean international students are somewhat less proactive in applying for the job in US compared to other Asian students such as Indians or Chinese

(Source: The official website of Consulate General of the Republic of Korea in Los Angeles)

International students hiring plans



(Source: Job outlook 2019, (N=172 employing organizations), National Association of Colleges and Employers)



International student hiring plans, by industry

Industry	% of Respondents that plan to hire international students
Information	66.7%
Retail Trade	50.0%
Construction	40.0%
Computer & Electronics Mfg.	33.3%
Finance, Insurance, & Real Estate	33.3%
Misc. Prof. Services	33.3%
Misc. Mfg.	21.1%
Chemical(Pharmaceutical) Mfg.	16.7%
Engineering Services	16.7%


(Source: Job outlook 2019, (N=172 employing organizations), National Association of Colleges and Employers)

CC-I (Career Certificate – International Students)

by University of Illinois, Urbana-Champaign

- CC-I is a unique and innovative program dedicated to career/professional development for international students (since Fall 2012)
- This program helps international students plan their career, develop job search skills, and enhance self-promotion and networking skills
- Any undergraduate and master's-level international student may apply for the CC-I program. But preference is given to 2nd-semester freshmen through 1st-semester juniors
- In 2016, CC-I received the Services to International Students award, a national award presented by the National Career Development Association





CC-I (Career Certificate – International Students)

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**Introduction to
International Student
Career Development**

**Networking and
Elevator Pitch**

**LinkedIn and
Informational
Interview**

**Resume and Cover
Letter**

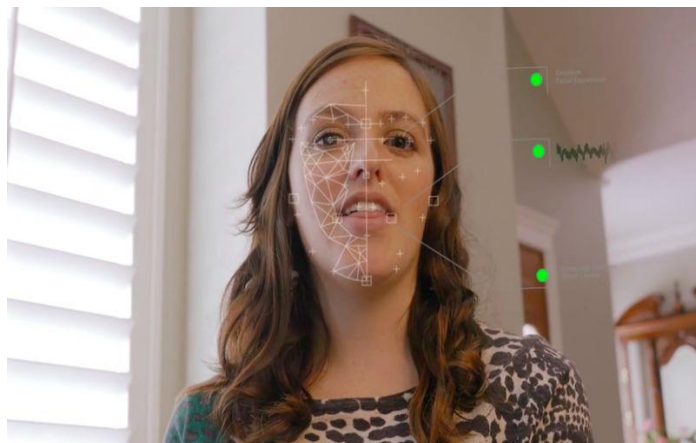
**Job Search
Resources**

Effective Interviewing

**Internship Essentials
and Panel**

**Elevator Pitch
Competition
& Ceremony**

The future of recruiting in US





Thank you for your attention.