

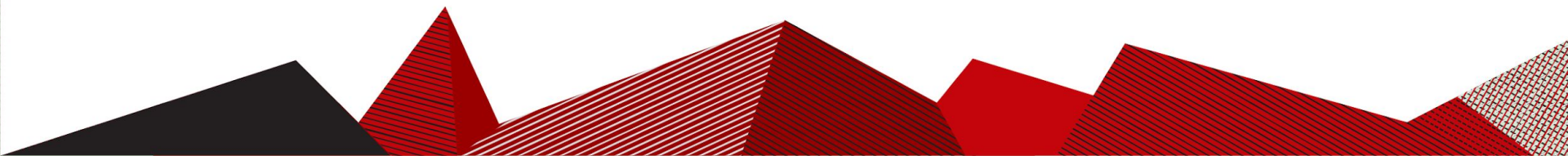
Job Search Strategies for Returning Home

Yuriko Sato, Kendra Gurnee, Lydia Odegard, Molly Green
University of Wisconsin-Madison



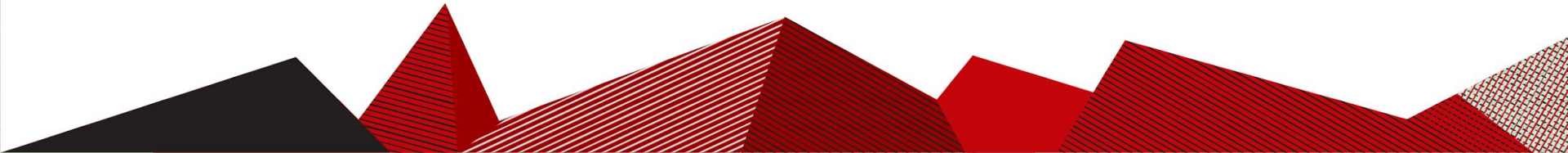
Presentation Overview

- Job search differences and similarities
- Region-specific findings
- Key strategies & recommendations



Who's in the room?

1. Which country do you plan to find jobs after you graduate?
2. Which year are you?
3. What challenges do you face when looking for jobs back home?



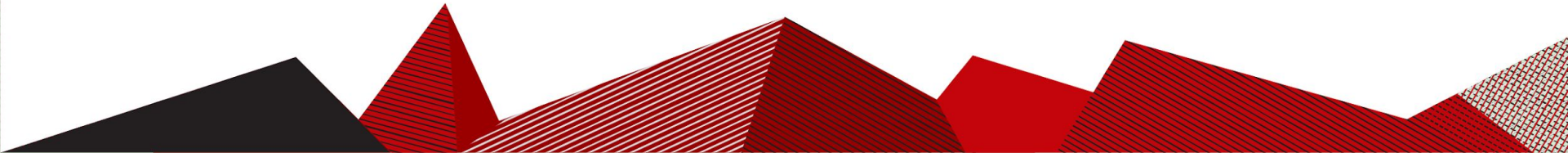
Job Search Process Similarities

- Online applications
- Networking is key - start early
- Practical experience is important
- Larger/international companies have more formal hiring programs

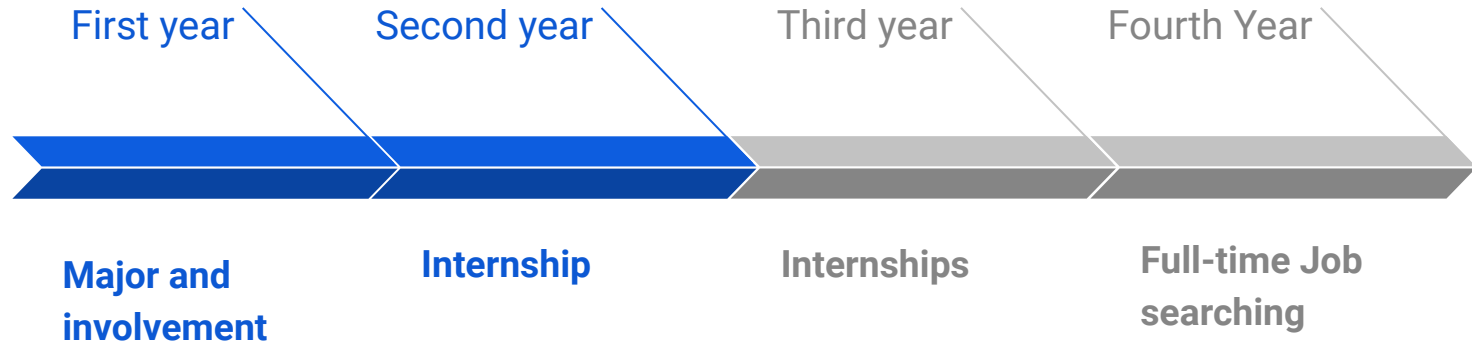


Work Culture Differences

- Hierarchical in nature
- Collectivistic culture more valued than individualistic
- Communication style is more indirect , using non-verbal cues and non-verbal communication

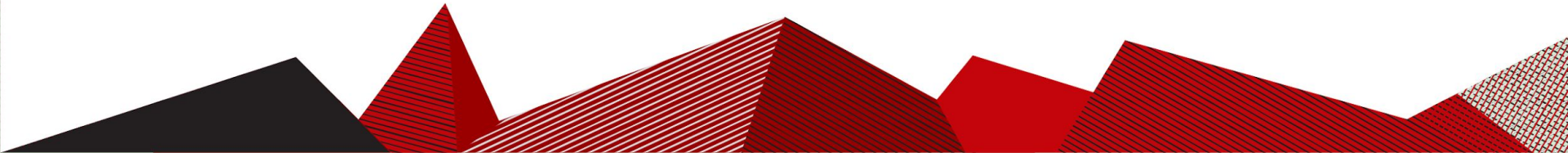


Timeline



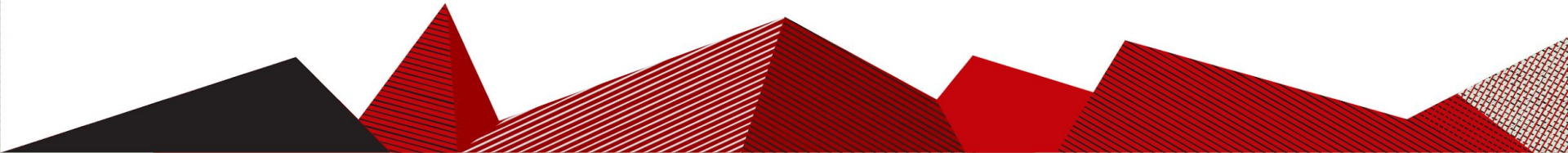
Research the Work Culture

- Salary
- Communication style
- Career advancement opportunities
- Work/life balance



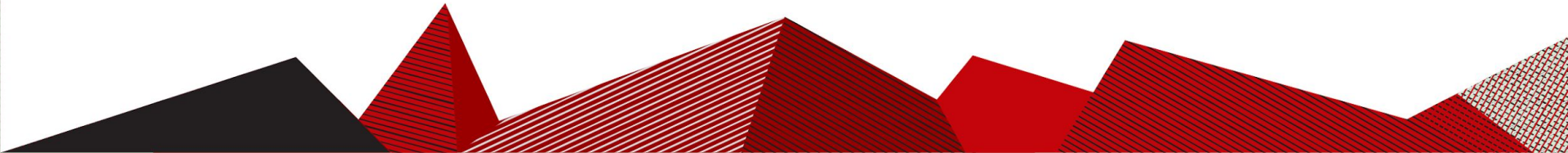
Job Search Process

- Search on expected norms for application and interview
- Job websites
- Timeline-apply before returning
- Search for companies with US branches that may have more U.S. oriented work cultures/value U.S study experience



Strategies for Job Searching

- Connect with alumni
- Intern in home country
- Intern/work in the U.S.
- Attend related workshops
- Get involved
- Take advantage of the campus resources



Practice: LinkedIn & Badger Bridge

- Sample LinkedIn Message

These Messages should be attached as a note when requesting to connect with someone on LinkedIn. Connection request notes are required to be under 300 characters long.

"Hi Lawrence! I am a Biology student at UW-Madison. I am interested in the Finance industry and I would love to learn more about your career path as a UW Biology alum. Do you have time to chat by phone to share some of your expertise and advice? Hope to hear from you soon! -Bucky"

- Sample BadgerBridge Message

Dear Ms./Mr. Jones,

My name is Bucky Badger and I am a student at the University of Wisconsin-Madison studying Psychology. I found your name through the UW Badger Bridge database, and I was excited to see a UW alum with a Psychology background working in the publishing field!

I am eager to learn more about the field of publishing to determine if my interest in writing and editing would be a good fit with the industry. It would be wonderful to gain your perspective on the industry and learn more about the day-to-day activities of someone in the field.

Attached is resume so that you may get a better sense of my background and experience. Thank you so much for your consideration of this email and I hope we can set up a time to speak next week when it is convenient for you. I may be reached at 608-555-1234 or bbadger@wisc.edu.

Sincerely,
Bucky Badger

<https://successworks.wisc.edu/networking/>

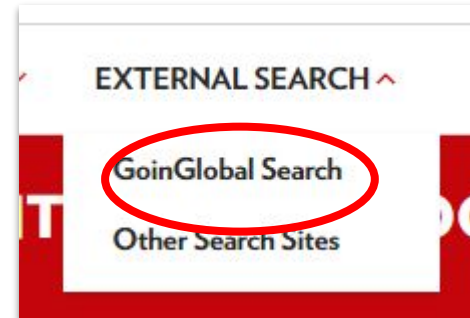
Practice: GoinGlobal



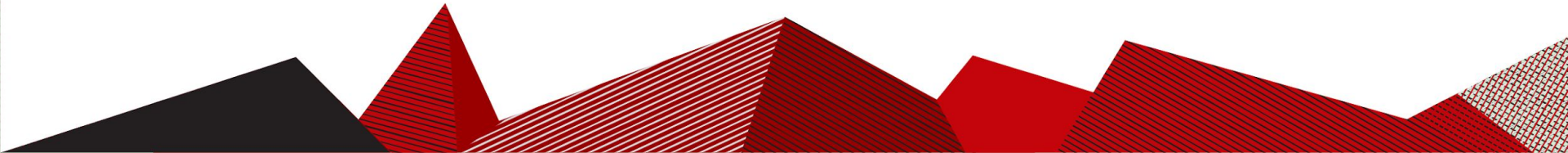
IIP Database



Alternate Link: Database Log-in (NetID required)



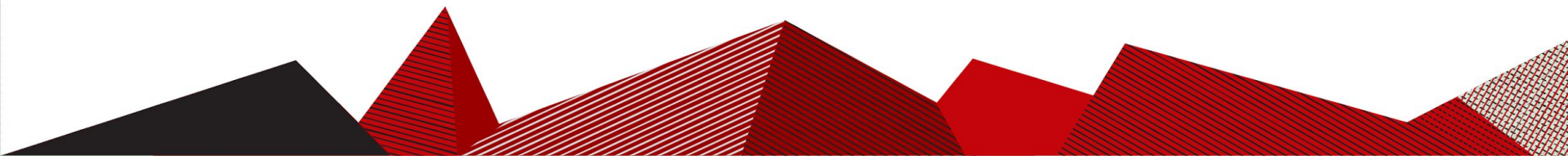
Region-Specific Recommendations



Research Overview

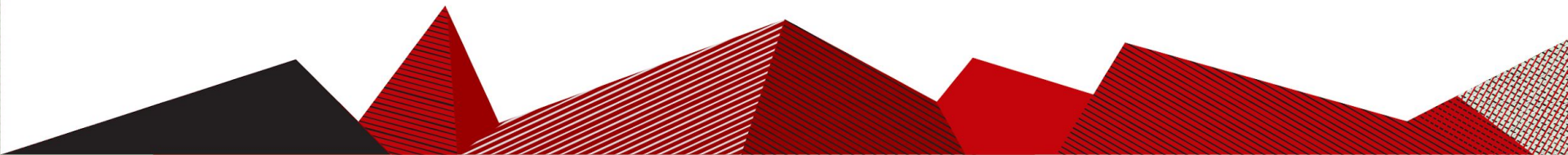
- Surveyed 130 international alumni from China, India, South Korea and Malaysia*
- Year of graduation: 2000-2020
- Interviewed alumni of interest
- Consulted [GoinGlobal](#) and additional online resources

*Data provided by Michael Kruse, Alumni Relations Coordinator in SuccessWorks at the College of Letters & Sciences & the Wisconsin Alumni Association





CHINA



Top Industries

CHINA



Software, IT, Internet



Trade/wholesale/retail



Finance Industry



Education



Business Services / Consulting

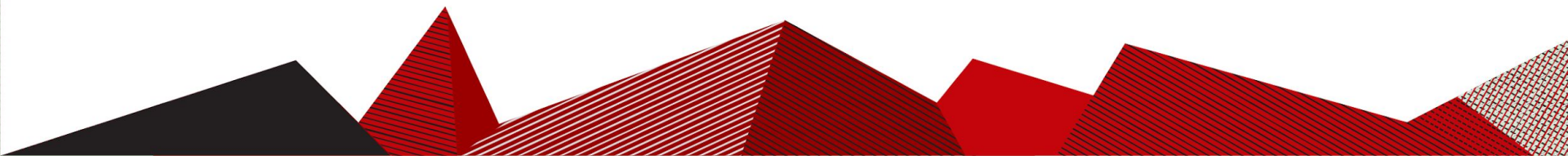
*Report on Employment and Entrepreneurship
of Chinese Returnees 2019*

Work culture

CHINA



- The 996 culture
- Personal connection is important

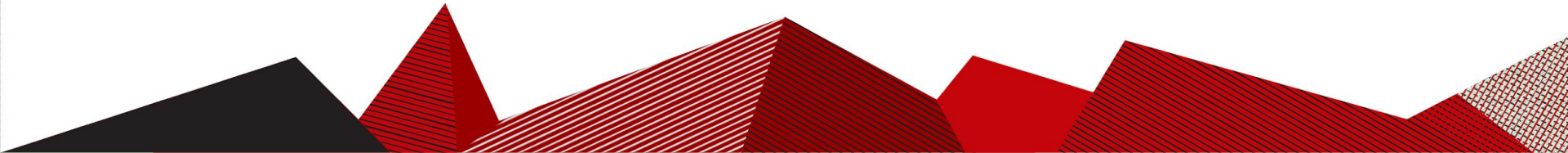


Job Search Differences

CHINA



- Use WeChat as a job searching/networking opportunity
- Personal information needs to be shared
- Group interviews are popular
- The first interview is usually with Human Resources

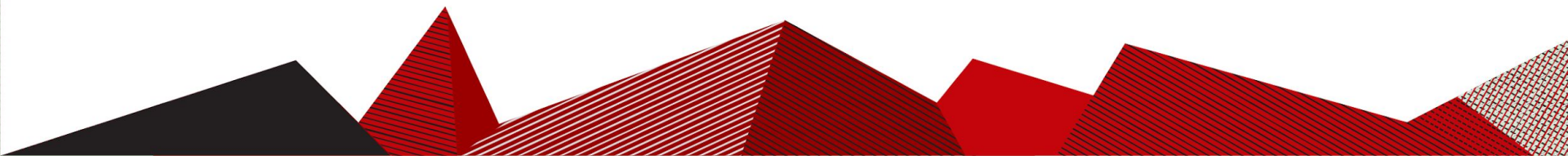


Job Search Platforms

CHINA

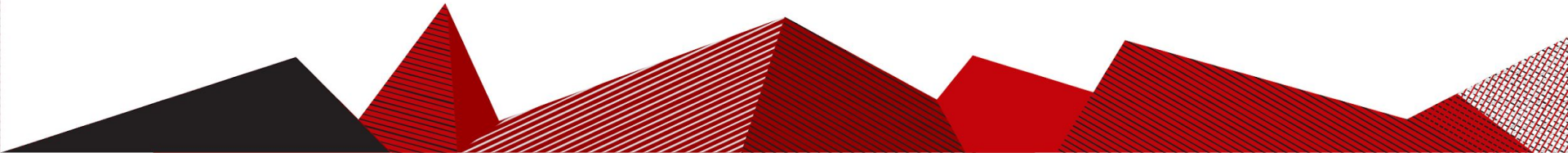


- <https://www.zhaopin.com>
- <https://ace.aceoffer.cn/lxs/>
- <https://www.51job.com/>
- Wechat





INDIA



Top Industries

INDIA



Agriculture



E-Commerce



Pharmaceutical



Technology



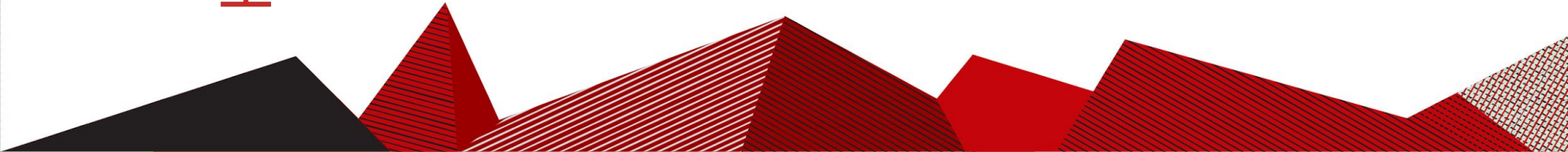
Logistics



Manufacturing



Startups

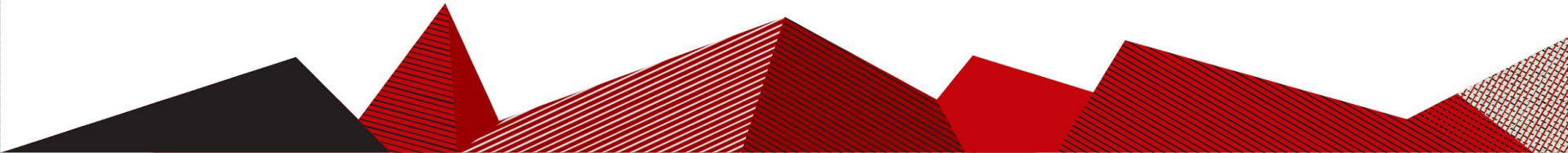


Work Culture

INDIA



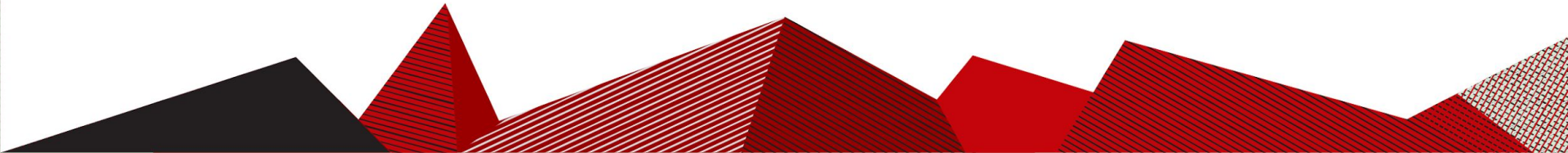
- Siloed departments with low collaboration
- Women in the workplace is among lowest in world; decreasing
- More laid back, less performance driven
- Not as process driven or structured as in the U.S.



Job Search Differences

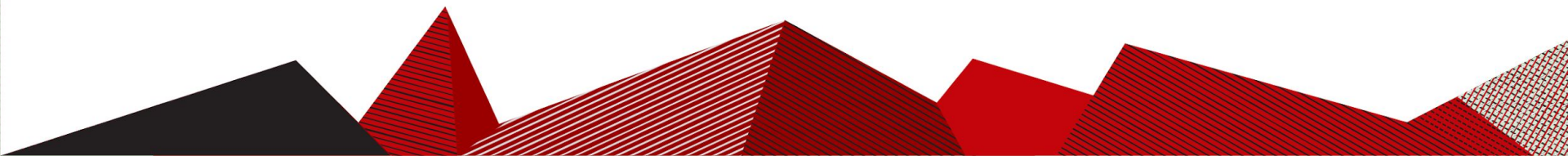


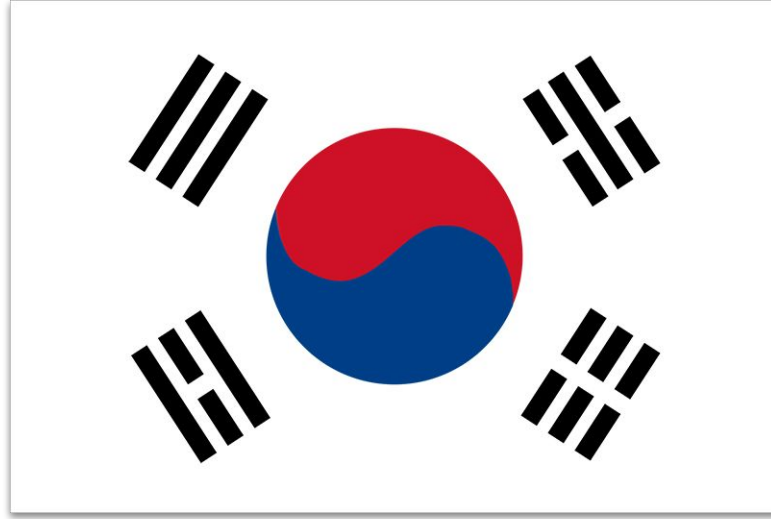
- Personal connection is important
- Resumes:
 - Similar format to U.S. but longer in length & more wordy
 - Recruiters test applicants to check for lies on resumes
- Cover letters not common
- More personal information is shared in India
- Not a research oriented country - PhDs mostly pursue faculty positions



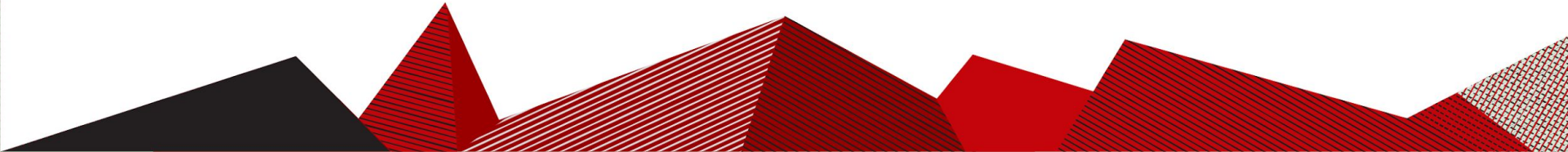
Job Search Platforms

- LinkedIn
- Naukri.com
- Internshala.com (internships)
- Killerlaunch.com
- Monsterindia.com





South Korea



Top Industries

SOUTH KOREA



Technology



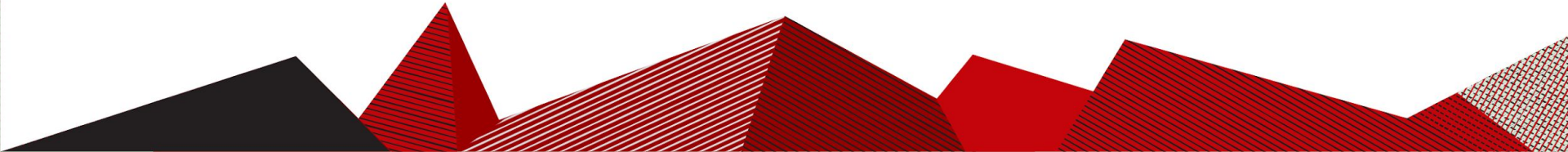
Business Services,
Finance, Investing



Manufacturing,
Green Energy,
Biotechnology



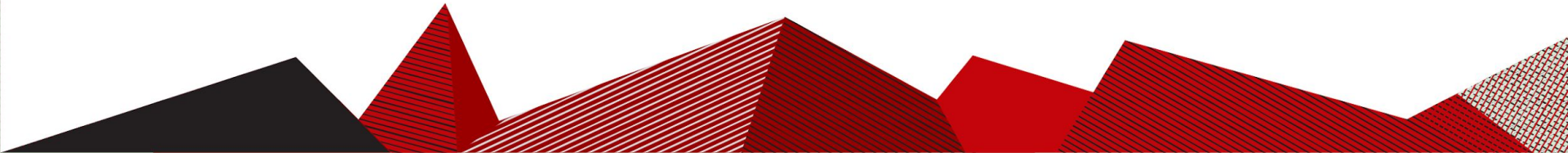
Automotive





Work Culture

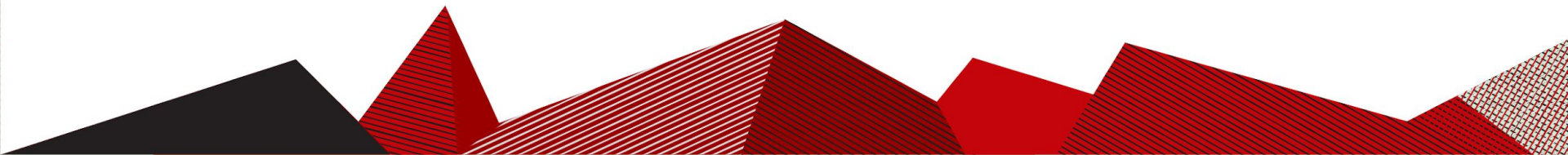
- Communication is more formal
- Companies value hard work and loyalty, & being a team player
- Employees often expected to work long hours, stay late, and complete extra work
- Graduates of US universities are expected to have strong skills in both English and Korean

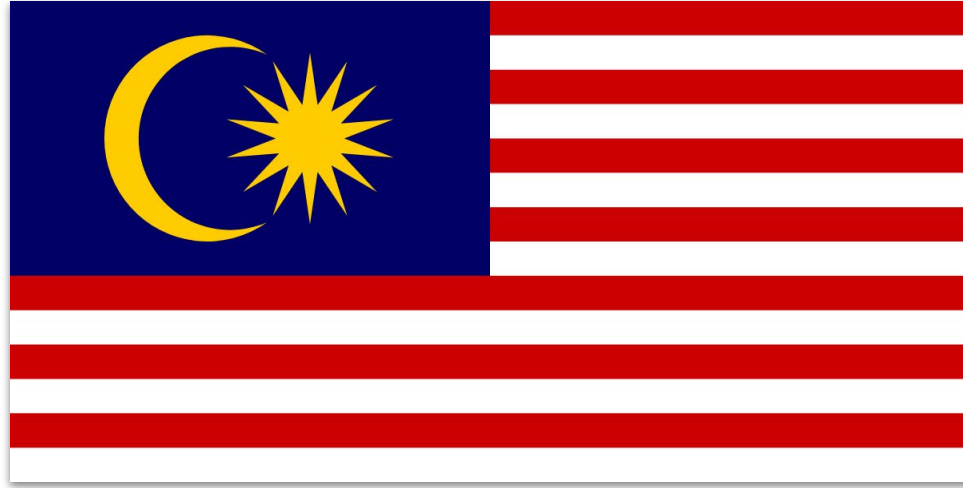




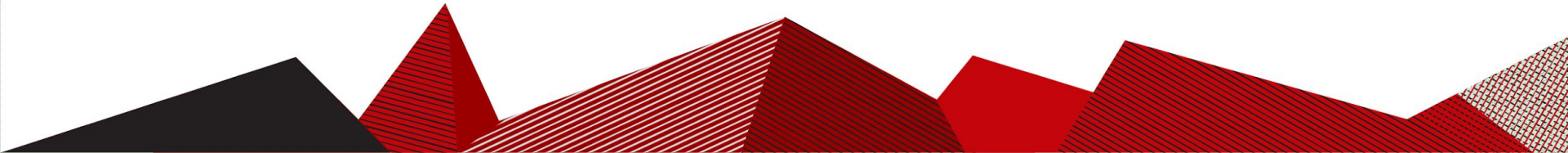
Job Search Differences

- Exams often part of application process
 - Exam prep materials are available for applicants to study, similar to SAT prep.
 - Typically just for entry-level hires
 - Often more important than a recent graduate's grades.
- Resumes include photos, and outward appearance is important.





Malaysia



Top Industries

MALAYSIA



Financial Services



Medical Technology



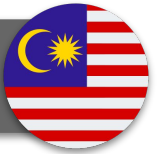
Business Services



Manufacturing

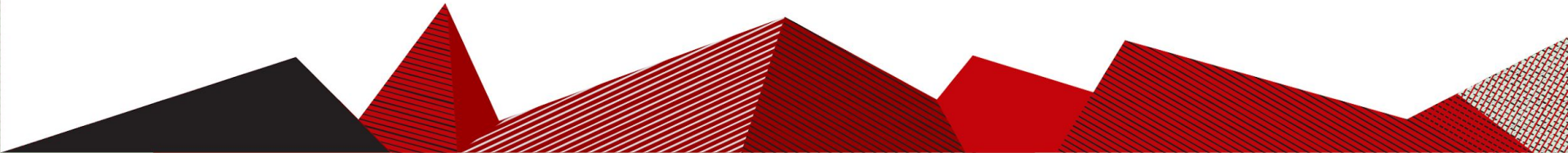


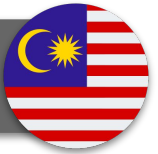
Oil & Gas



Work culture

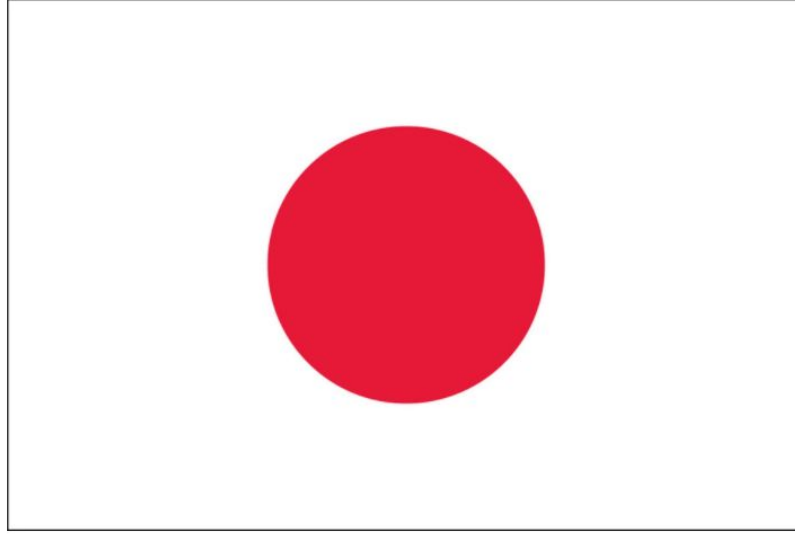
- Harmony and respect are important
(i.e. talking in a calm manner)
- Workplace is considered as a “second family”
- Most startups practice flexible hours and open working spaces



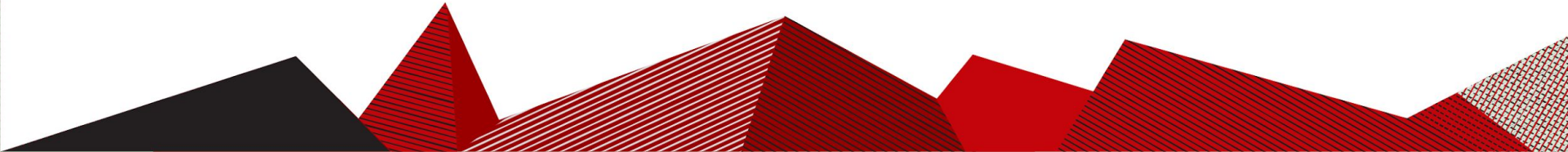


Job Search Differences

- Government has given incentives to some companies so they can hire students who recently graduated
- Some students may have come to study in the U.S. under a grant/scholarship & will have to go back to Malaysia to work for a specific company after graduation



Japan



Top Industries

JAPAN



Automotive



Finance Industry



Manufacturing

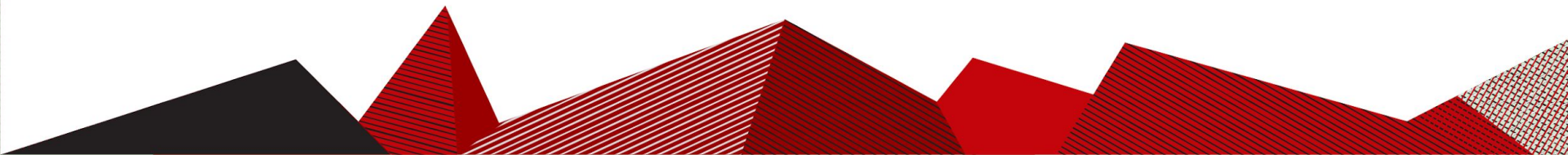


Agriculture



Work culture

- Hierarchy is extremely important
- Communication is more formal between colleagues
- Unless highly technical, your major does not matter too much
- Companies value hard work and loyalty
- Lifetime employment





Job Search Differences

- 'Shinsotsu' recruitment culture
 - Some companies prefer new graduates
- Resume
 - Some companies may require you to attach a photo (head shot)
 - Some companies may prefer handwritten resume
 - Cover letters not common

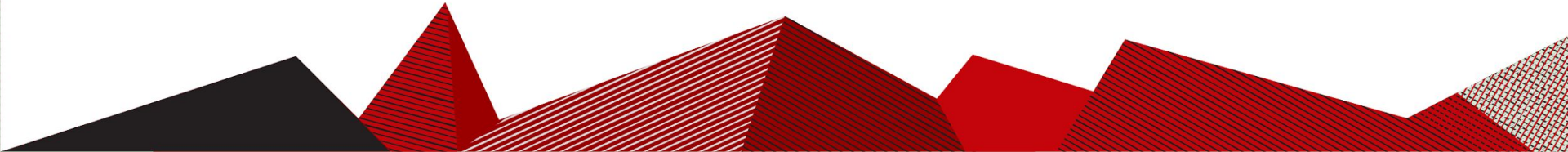


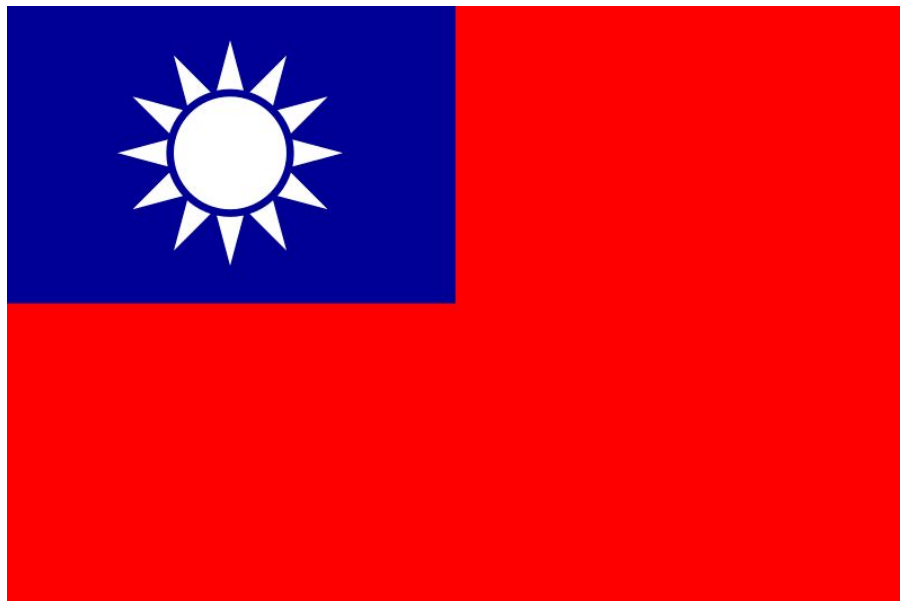
Job Search Resources

JAPAN

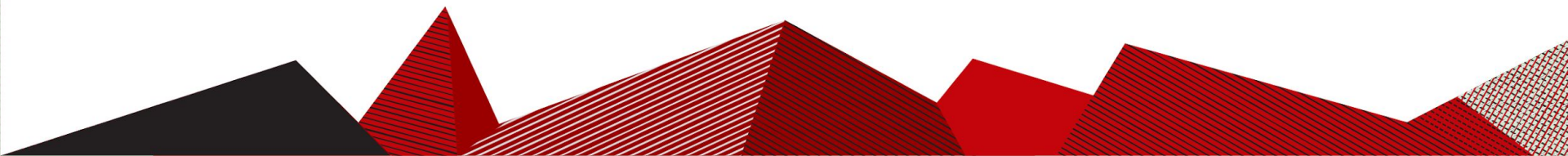


- **Boston Career Forum for Japanese-English bilinguals**
<https://careerforum.net/en/>
- **XPLANE Slack community**
https://xplane.seldoon.net/about_slack/
- **Japanese Student Association (JSA)**
<https://www.facebook.com/jsamadison>





Taiwan



Top Industries

CHINA



Information Technology



Healthcare

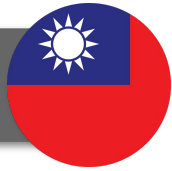


Finance



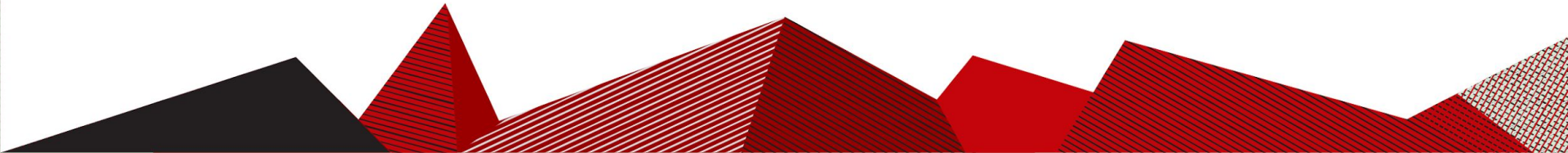
Green Energy

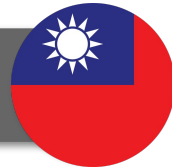
*Report on Employment and Entrepreneurship
of Chinese Returnees 2019*



Work Culture Differences

- Management structure can be quite hierarchical, but less than other Asian countries
- Subordinates are expected to follow manager's instructions and not question decisions
- Taiwanese companies typically place more emphasis on pragmatism than on protocol.



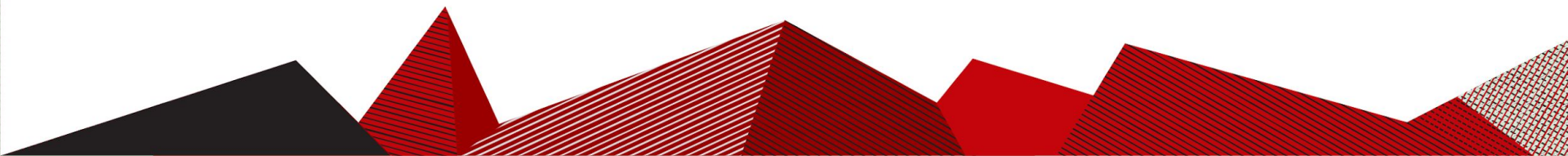


Job Search Platforms

- LinkedIn
- Shixiseng(实习僧)
- 104 Job Bank
- Yes123.com



INDONESIA



Top Industries

INDONESIA



Agriculture



Banking, Finance,
Insurance



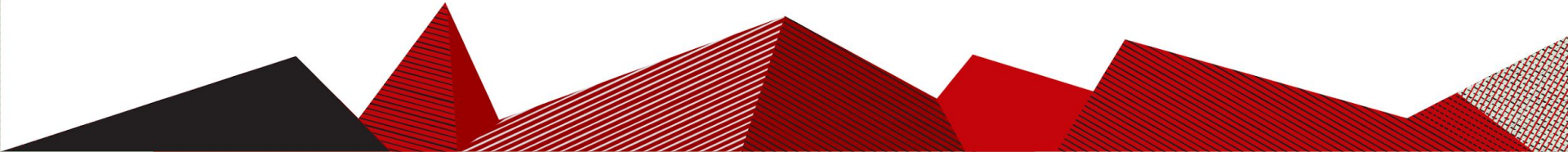
Oil & Gas, Mining,
Renewable Energy



Information Technology



Manufacturing,
Infrastructure





Work Culture

- More traditional gender roles, but still opportunities for women to advance
- Social harmony, saving face, more indirect communication
- Hierarchy, authority, titles and elder status are important to acknowledge
- “Elastic time” - deadlines and meeting/appointment times are more fluid and flexible than in US

•



Job Search Differences

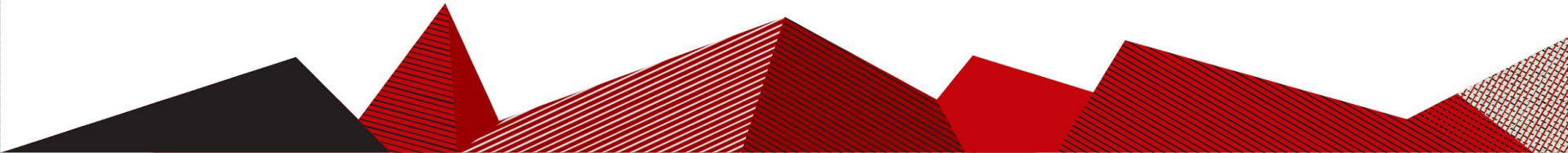
- Most jobs not advertised and are filled by networking, referrals, and internal connections
- Job fairs are popular and held regularly
- Social media is a common place to find job postings, plus country-specific job databases and newspapers
- CVs used more than resumes and personal details (photo, birthdate) are usually included

Job Search Platforms

INDONESIA



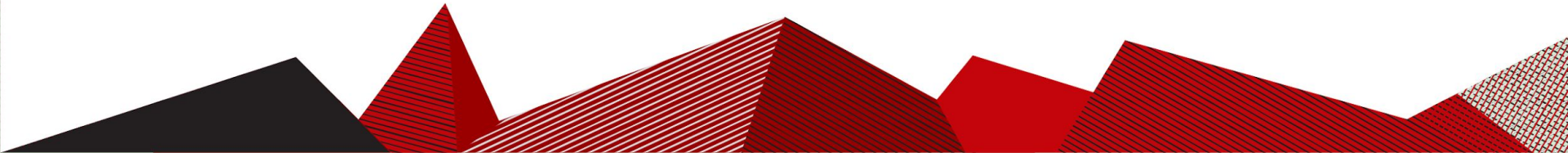
- Social media (LinkedIn, Instagram, Facebook, Twitter)
- <https://jadwalevent.web.id/job-fair> (job fairs)
- Karir.com, jobsdb.com, jobstreet.com, ekirut.com, glints.id, hiredtoday.com
- www.jobscdc.com (gov't sector jobs)
- <https://bumn.go.id/career> (Ministry of State-Owned Enterprises)



**What strategies have you
or your friends used when
searching for employment
in your home country?**



**What is a step you
would like to take?**



Thank you!

