



GLOBAL TALENT HIRING:

Retaining International Students Post-Graduation

7

Research-based Recommendations to the St. Louis Region

- 1** **Legal and Financial**

Workshops for hiring managers on immigration laws and regulations to demystify the legal requirements and share best practices
- 2** **Talent Management**

Workshops for HR professionals on cultural and global HR skills (e.g., understanding global labor markets and associated cultural work environments)
- 3** **Unfamiliarity with Hiring Process**

An annual regional conference for HR professionals that provide updates on immigration laws and share best practices in hiring international talent
- 4** **Cultural Fit**

Workshops for international students to address cultural skill gaps (e.g., assertiveness, networking, cultural adaptability)
- 5** **Industry-University Partnerships**

Increased partnerships in internship and co-op programs, more access to the student talent pool, more input in curriculum design based on Industry talent needs
- 6** **Industry-University Partnerships**

Diversify the international student population in the region through active recruitment and marketing by Universities in multiple emerging markets
- 7** **Overarching Recommendation**

Create a regional talent management information exchange platform to consolidate regional partnerships