GLOBAL TALENT HIRING:
Retaining International Students Post-Graduation
Research-based Recommendations to the St. Louis Region

1. Workshops for hiring managers on immigration laws and regulations to demystify the legal requirements and share best practices
2. Workshops for HR professionals on cultural and global HR skills (e.g., understanding global labor markets and associated cultural work environments)
3. An annual regional conference for HR professionals that provide updates on immigration laws and share best practices in hiring international talent
4. Workshops for international students to address cultural skill gaps (e.g., assertiveness, networking, cultural adaptability)
5. 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. Diversify the international student population in the region through active recruitment and marketing by Universities in multiple emerging markets
7. Create a regional talent management information exchange platform to consolidate active partnerships

For more information on this research, please see: Global Talent Hiring in St. Louis: Current Challenges and Recommendations to the Region for Retaining International Students Post-Graduation, or contact: Jennifer Morton at jennifer.morton@umsl.edu or Ekin Pellegrini at pellegrinie@umsl.edu