International Hiring Trends:
Employer Survey Responses

WORKFORCE

1) **On average, how many Exempt Employees (EE's) does your organization hire annually?**

   Average of all responses: 116   Average of all responses, excluding largest outlier: 17.5

Types of Exempt positions your organization typically recruits (Select all that apply):

14 out of 14 people answered this question

#	Position	Count / %
1	Business (HR, Finance/Accounting, etc)	12 / 86%
2	Information Technology (IT)	10 / 71%
3	Marketing/Product Management	9 / 64%
4	Operations and Fulfillment	8 / 57%
5	Executive	7 / 50%
6	Engineering	6 / 43%
7	Sales Management	4 / 29%
8	Supply Chain	4 / 29%
9	Research & Development	3 / 21%
10	Training/Education	3 / 21%
11	Scientific	2 / 14%
12	Health and Human Service	1 / 7%
13	Other	1 / 7%

BACKGROUND RECRUITING INFORMATION

2) **Estimated time to fill (in days) for Exempt positions (average # of calendar days from the date a job requisition is approved to the date an offer is accepted by a hire):**

   Average: 43.3 Days

3) **Average costs associated with the hiring process for each Exempt position:**

   Estimated cost of hire (costs involved with a new hire, ex: job posting, relocation, travel, interviewing): Between $1,500- 10,000

   Estimated cost of vacancy (costs of having work completed in absence of a staff member): Not Reported, varies, unknown or not tracked by 13/14 organizations

4) Estimated retention rate for Exempt positions (percent of new hires who remain employed at your organization for more than 1 year – excluding involuntary layoff):

Average: 89.9 %

Frequency with which your organization engages a staffing agency/third-party recruiter to fill Exempt positions:

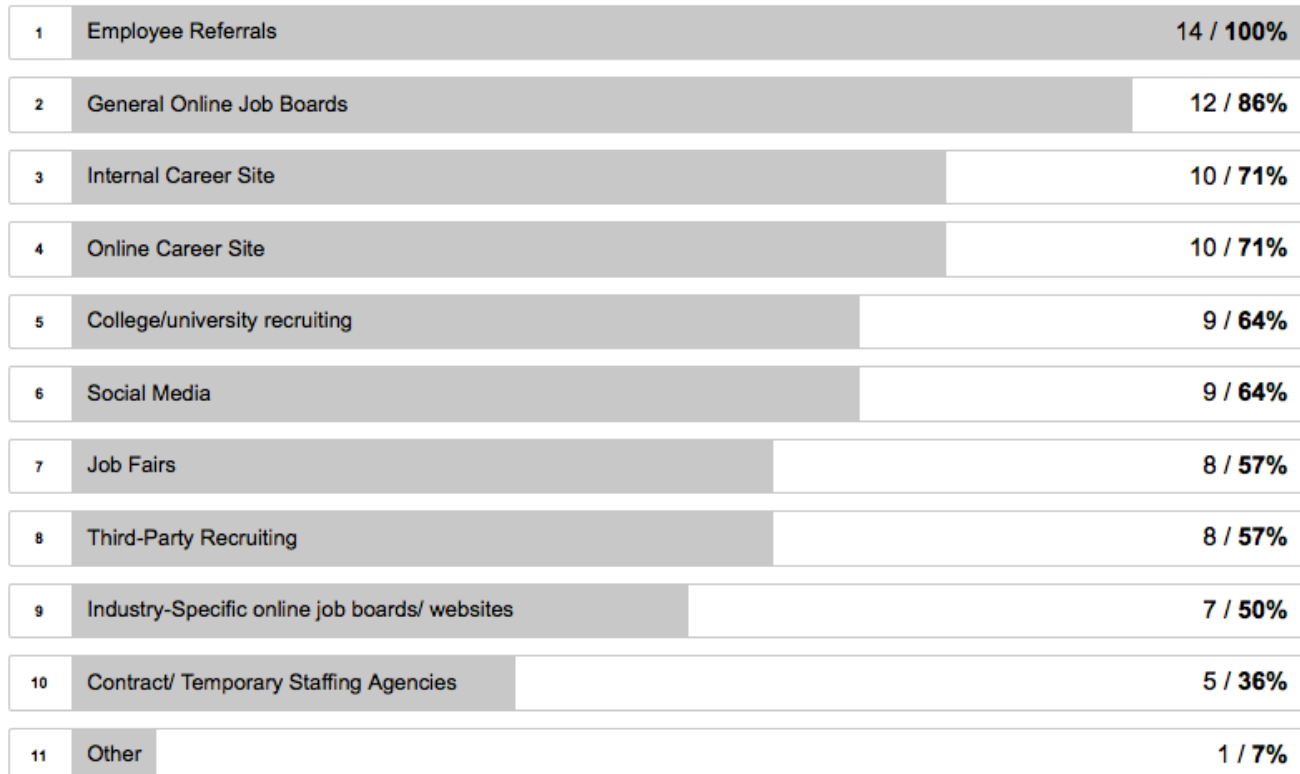14 out of 14 people answered this question

Average: 1.14

0	1	2	3	4

Never   Sometimes   Always

1		6 / 43%
2		5 / 36%
0		3 / 21%
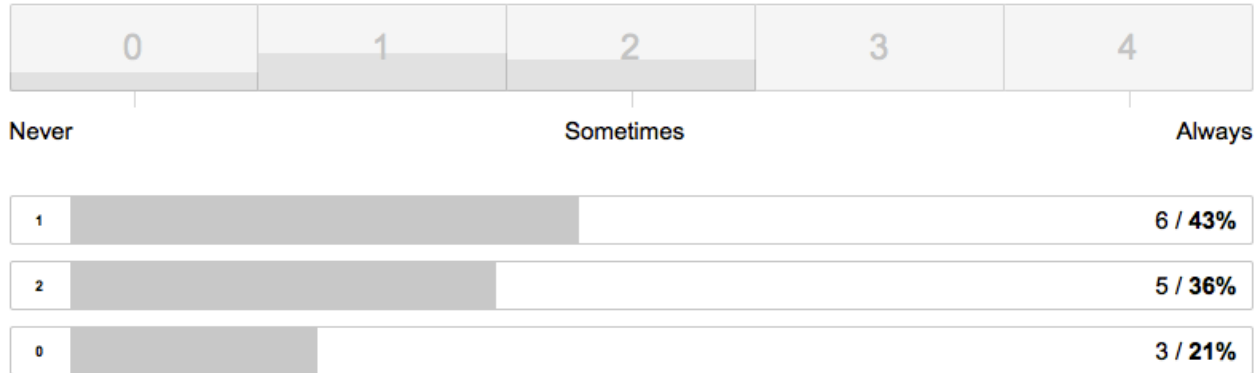
5) Does your organization provide relocation assistance for non-local new hires?

14 out of 14 people answered this question

1	Yes	10 / 71%
2	No	4 / 29%

6) Sources your organization uses to recruit for Exempt positions (Select all that apply):

14 out of 14 people answered this question

1	Employee Referrals	14 / 100%
2	General Online Job Boards	12 / 86%
3	Internal Career Site	10 / 71%
4	Online Career Site	10 / 71%
5	College/university recruiting	9 / 64%
6	Social Media	9 / 64%
7	Job Fairs	8 / 57%
8	Third-Party Recruiting	8 / 57%
9	Industry-Specific online job boards/ websites	7 / 50%
10	Contract/ Temporary Staffing Agencies	5 / 36%
11	Other	1 / 7%

INTERNATIONAL HIRING

7) Has your organization actively recruited international talent?

14 out of 14 people answered this question

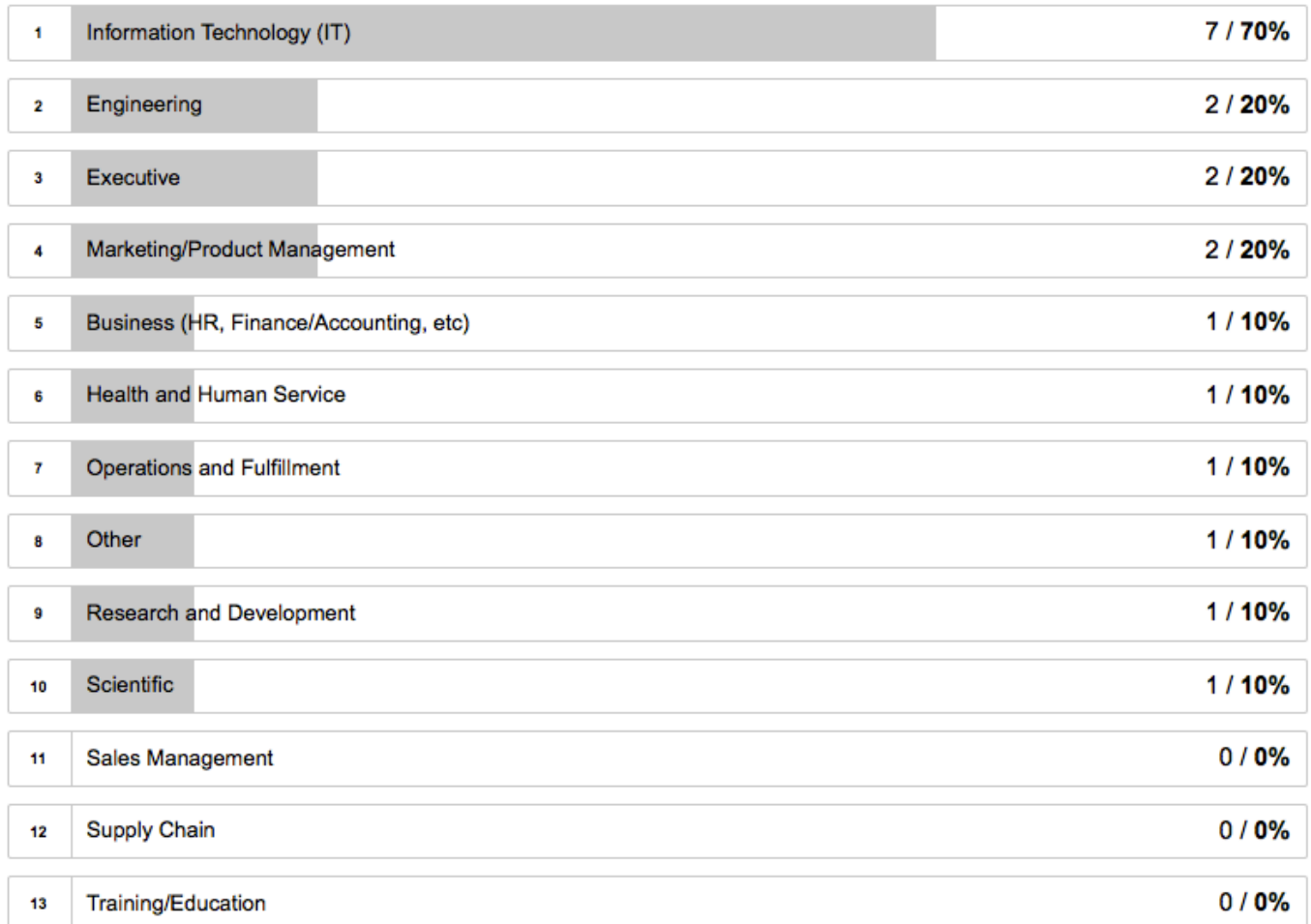|		
1	Yes	9 / 64%
2	No	5 / 36%
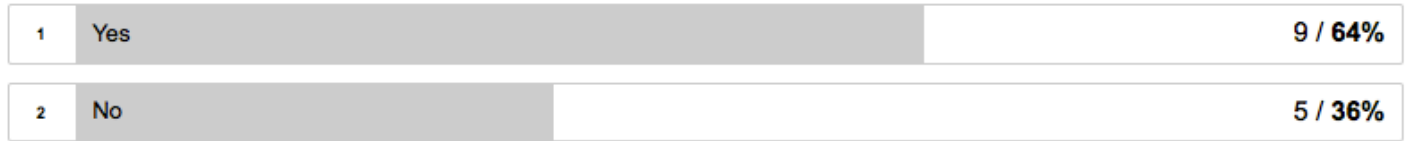
8) Does your organization hire candidates requiring H1-B visa sponsorship (i.e. not currently authorized to work in the US)?

14 out of 14 people answered this question

1	Yes	10 / 71%
2	No	4 / 29%

9) If yes, for what types of positions has your organization typically sponsored candidates? (Select all that apply):

10 out of 14 people answered this question

1	Information Technology (IT)	7 / 70%
2	Engineering	2 / 20%
3	Executive	2 / 20%
4	Marketing/Product Management	2 / 20%
5	Business (HR, Finance/Accounting, etc)	1 / 10%
6	Health and Human Service	1 / 10%
7	Operations and Fulfillment	1 / 10%
8	Other	1 / 10%
9	Research and Development	1 / 10%
10	Scientific	1 / 10%
11	Sales Management	0 / 0%
12	Supply Chain	0 / 0%
13	Training/Education	0 / 0%

10) Approximately how many international hires requiring H1-B visa sponsorship has your organization made over the past two years?

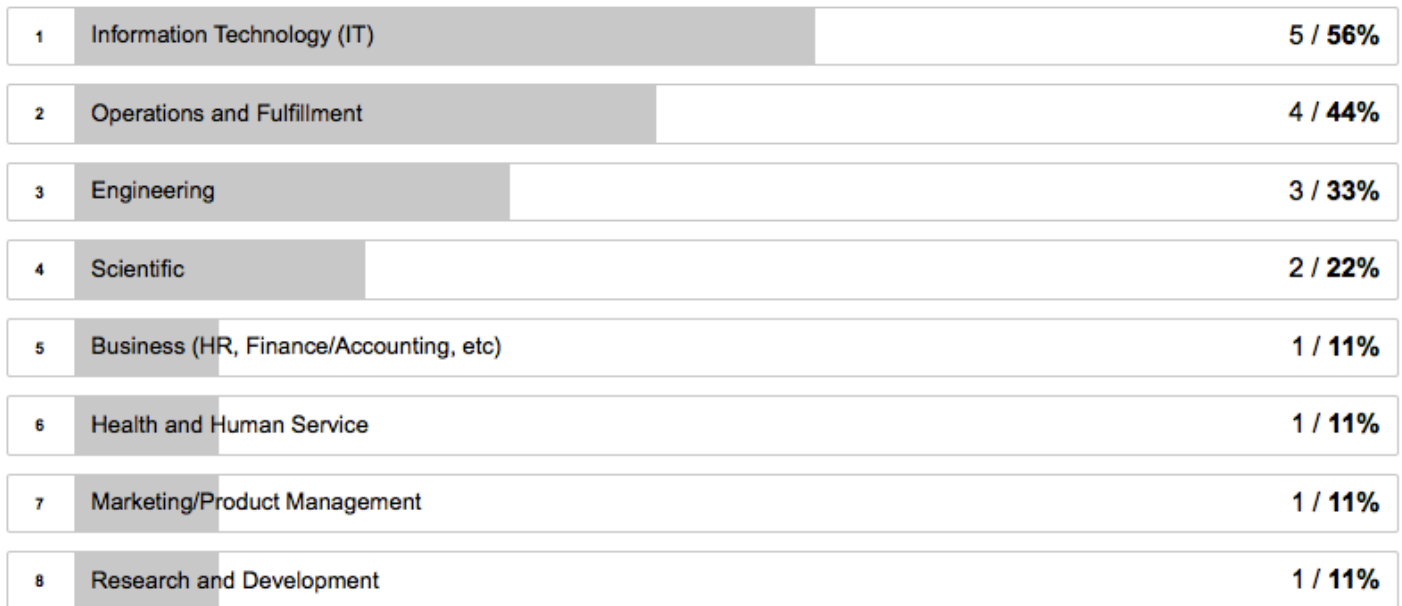Average of all responses: 29.5   Average of all responses, excluding largest outlier: 1

11) Does your organization hire international students currently on an F1 visa (CPT/OPT)?

14 out of 14 people answered this question

1	Yes	9 / 64%
2	No	5 / 36%

12) If yes, for what types of positions has your organization typically hired international students? (Select all that apply):

9 out of 14 people answered this question

1	Information Technology (IT)	5 / 56%
2	Operations and Fulfillment	4 / 44%
3	Engineering	3 / 33%
4	Scientific	2 / 22%
5	Business (HR, Finance/Accounting, etc)	1 / 11%
6	Health and Human Service	1 / 11%
7	Marketing/Product Management	1 / 11%
8	Research and Development	1 / 11%

13) Approximately how many international students on F1 visa has your organization hired over the past two years?

Average of all responses: 3   Average of all responses, excluding largest outlier: 1.4

14) Estimated retention rate for sponsored candidates (percent of new hires who remain employed at your organization for more than 1 year – excluding involuntary layoff):

Average 62.3 %

15) Does your organization provide special onboarding for international/foreign-born employees?

14 out of 14 people answered this question

1	No	13 / 93%
2	Yes	1 / 7%

Yes – only for J-1 exchange visitors

16) Are there any barriers and/or policies preventing your organization from providing visa sponsorship to international candidates? (Select all that apply):

14 out of 14 people answered this question

1	No, there are no barriers/policies preventing sponsortship	8 / **57%**
2	Other	3 / **21%**
3	Yes, related to time or procedural commitments	2 / **14%**
4	Yes, related to financial reasons	1 / **7%**
5	Yes, related to documentation reasons	0 / **0%**

17) Who, or what department(s), in your organization makes the final decision in regard to extending an offer to a candidate requiring visa sponsorship? (Select all that apply):

14 out of 14 people answered this question

1	Departmental Leadership	9 / **64%**
2	Human Resources	9 / **64%**
3	Hiring Managers	6 / **43%**
4	Other	3 / **21%**
5	In-House Legal Counsel	2 / **14%**
6	Finance	1 / **7%**
7	Organization-wide policy	1 / **7%**

Your Opinion

18) What is an international hiring best practice that you would like to learn from other companies?

- Strategies to avoid H1B lottery
- Federal government, sponsorship process; paperwork and procedures
- Retention and what to do if an employee leaves during the sponsorship process
- Effective recruitment strategies

19) What is an international hiring best practice that you would like to share with other companies?

- Open to sharing experiences with hiring international students
- Don't discriminate based on the names of candidates if their skills meet your requirements
- Benefits of having international talent within a small organization
- Be open to looking for the best person for the position
- Can offer cross-cultural training which can be provided to individuals and their families as they prepare for a job in the US or any country, and group trainings for teams to help them work in a cross cultural environment

Thank you!

Participating Employers:

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Cleveland International Fund
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DwellWorks
FormFire, LLC
The Jewish Federation of Cleveland
Margaret Wong & Associates
Metropolitan at the 9
Northeast Ohio Regional Sewer District (NEORSD)
Vitamix
Additional Employers: Anonymous

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