Driven, Resilient, and Moving our Country Forward

2021 Impact Report
7 YEARS INTO OUR JOURNEY

6,500 SCHOLARS. 1,700 GRADUATES.
These students (sometimes known as “Dreamers”) came to this country at a young age and have grown up and gone to high school in the U.S. Like many American students, they are eager to get a college education to help their families and communities prosper and give back to a country they call home.

But when it comes time to apply to college, each of them faces unique and bitter discrimination. No access to federal aid; limited access to state aid; and in 14 states they face paying out of state tuition. Yet, when given the access to an affordable education they excel.

In 2013, we started TheDream.US, which has become the nation’s largest private scholarship program for Dreamers. Since inception, we have provided more than 6,500 college scholarships to Dreamers attending more than 70 affordable Partner Colleges in 19 states and Washington, D.C.

As of 2020, we have more than 1,700 Graduates who are helping move our country forward. They are nurses, teachers, authors, computer scientists, research scientists, business entrepreneurs, nurses, policy analysts, social justice workers—all contributing to the social and economic prosperity of this country. Their stories are ones of resilience and determination.

In this Impact Report, you will meet our Scholars and Graduates and read about our impact. They are living proof of why all students—regardless of where they are born—should have equitable access to a college education and meaningful careers.

We are grateful to have so many incredible partners on this journey. Working together, we can ensure that undocumented students and their families have the opportunity to help move our country forward.

DON GRAHAM
CO-FOUNDER, THEDREAM.US
CHAIRMAN OF THE BOARD, GRAHAM HOLDINGS COMPANY

CARLOS GUTIERREZ
CO-FOUNDER, THEDREAM.US
FORMER SECRETARY OF COMMERCE UNDER PRESIDENT GEORGE W. BUSH

HENRY R. MUÑOZ III
CO-FOUNDER, THEDREAM.US
CHAIRMAN AND CHIEF CREATIVE OFFICER OF MUNOZ & COMPANY
The Deferred Action for Childhood Arrivals (DACA) program provides undocumented immigrants who came to the U.S. as children the ability to get a renewable two-year status that provides relief from deportation and the ability to legally work. Temporary Protected Status (TPS) is available to immigrants who came to the U.S. from select countries that are affected by armed conflict or natural disaster, and also provides relief from deportation and the ability to legally work.

TheDream.US is the nation's largest college and career success program for undocumented immigrant students.

TheDream.US Scholars are proof that undocumented immigrants excel when they have access to an affordable education and college supports.

**MEET OUR 6,500 SCHOLARS**

- **5,900 National Scholars**
  
  Receive up to $37,000 for a bachelor’s degree to attend a Partner College in their home state.

- **600 Opportunity Scholars**

  Receive up to $80,000 for a bachelor's degree and relocate from their home state (locked-out states where they cannot get in-state tuition) to attend a Partner College in another state.

- **100% From low-income families**

- **83% First in family to attend college**

- **4 Average age of arrival in the U.S.**

- **90+ Countries of origin**

- **3% TPS**

- **79% DACA**

- **18% Undocumented with neither DACA/TPS**

- **33% Male**

- **67% Female**

- **<1% Prefer not to identify**

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“Every day, I’m inspired ... You didn’t just receive an education, you worked for it, you fought for it. So, I know that you’ll value it and put it to tremendous use in your own lives and in the life of our nation.”

—DR. JILL BIDEN, FIRST LADY OF THE UNITED STATES, ADDRESSING THEDREAM.US GRADUATES AT OUR 2021 VIRTUAL COMMENCEMENT

MEET VIRIDIANA
Delaware State University (Hospitality Administration and Management, Spring 2020) – Public Adjuster at Prestige Public Adjusting

“I am] the first person in my family to get a degree and make over minimum wage. Before this opportunity, my parents wouldn’t have been able to pay for my college education. This scholarship changed my life in so many ways—not only mine but my entire family’s.”

“I could not be prouder of a group of students on our campus ... In addition to being outstanding students in the classroom—in computer science, health sciences and other professions—our “Dreamers” are campus leaders in student government, active in student clubs, and regular service volunteers in our local community. They are well on their way to being some of our nation’s most impactful young leaders.”

—ELSA M. NÚÑEZ, PRESIDENT, EASTERN CONNECTICUT STATE UNIVERSITY
Our Scholars are raising the bar on college campuses.

TheDream.US Scholars have exceeded the national benchmarks for just about every metric of academic success even while ...

- 61% held one or more jobs while in college during the COVID-19 pandemic.
- 72% of those working held essential or front-line jobs.

### OUR SCHOLARS’ ACADEMIC OUTCOMES EXCEED NATIONAL BENCHMARKS

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<th>1st Year Persistence</th>
<th>Overall Persistence</th>
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<td>National Scholars</td>
<td>94%</td>
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<td>National Student</td>
<td>90%</td>
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<td>Clearinghouse Benchmarks²</td>
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¹6-year graduation rates for National Scholars starting at 4-year Partner Colleges and National Student Clearinghouse Benchmarks; 4-year graduation rate for Opportunity Scholars starting at 4-year Partner Colleges

²For first-time, full-time degree seeking students at public 4-year institutions starting in academic year 2014-2015
Our proven, scalable model empowers college and career success.

Working with over 70 Partner Colleges across the country, we are dismantling the college and career barriers facing undocumented students.

Over 50% have an active undocumented student club or student-run organization.

100% have a designated staff member serving our Scholars and almost 50% have at least one full-time staff member serving undocumented students on campus.

Almost 50% have created an undocumented student resource center or have one in development.

Data source: TheDream.US 2020 Partner College Survey (n=79 Partner Colleges)
Effective practices that work:

In partnership with The Presidents’ Alliance on Higher Education and Immigration these practices have been shared with over 500 colleges and universities across the country, and presented to thousands of college counselors and college access and support organizations.

- **Trusted advisors** experienced in supporting undocumented students
- **Legal supports** to help students maintain and adjust status
- **Emergency financial aid** (for job loss, food security, rent)
- **Mental health supports** to manage uncertainty and fear about the future
- **Career counseling** that recognizes barriers to working with and without DACA or TPS

To learn more, read our latest Scholar Survey Report: *In Their Own Words*.  
[https://thedream.us/impact/ourdata/annualscholarsurvey](https://thedream.us/impact/ourdata/annualscholarsurvey)
Our Graduates are helping move our country forward.

With access to career opportunities in businesses and organizations that want to tap into their multicultural talents, our Graduates are going on to impressive and impactful careers. The COVID-19 pandemic has shown that our Graduates are essential to our country — working as health care providers, teachers, engineers, delivery workers, hospitality service providers, and more. As we look to our country’s future, these Graduates are poised to help carry our country forward.

MEET ARELI
Brooklyn College (Childhood Education, Spring 2018) – Teacher and Author of *Areli is a Dreamer*

“Through my teaching and writing, I want to shed light on the immigration issues that impact our classrooms and how to help teachers create safe spaces for all students. Dreamer educators and children’s books about immigrants can help students and their families cope with the struggles that come along with being an immigrant, but also celebrate the triumphs and resilience.”

MEET "PIET"
Palm Beach State College (Health and Medicine) – ER Nurse

“Today, I am an E.R. Nurse working on the front-line to help save those who have the coronavirus ... I am now in a position where I can help those who have the greatest need. Every time I go to work, I bravely gown up and do everything in my power to fight this pandemic and save lives.”
MEET LUIS
Arizona State University (Biochemistry, Spring 2018) – Research Associate at Moderna

“I’ve always been into science and research, so I went into a field that indirectly helps medicine and patients. I previously worked in assay development, which is used in the diagnostics of certain illnesses. I now work as a Research Associate with Moderna in Boston. As an immigrant, I bring a sense of urgency. I feel like since our work authorizations are time limited, I want to get as much done as possible both in my professional and personal life.”

85% of Graduates are currently working

76% of working Graduates are currently employed in industries considered essential/front-line
Our Graduates are building career success.

**OF THE 85% OF OUR GRADUATES WHO ARE WORKING:**

- **67%** are in jobs that meet their career interests
- **48%** received a raise and/or promotion since graduating
- **74%** are offered employee benefits
- **6%** are self-employed

**THEY ARE WORKING IN DIVERSE FIELDS**

- Arts, Entertainment, and Sports: 16%
- Science, Math, and Technology: 20%
- Health and Medicine: 21%
- Trades and Personal Services: 6%
- Media and Social Sciences: 5%
- Public and Social Services: 3%
- Business: 30%

Data source: TheDream.US 2021 Alumni Survey (n=998), reflects respondents who graduated with a terminal degree as of Summer 2020
MEET JOHANN
University of Illinois at Chicago (Chemistry, Spring 2018) – Founder at Aktibo Athletics

“I graduated with a chemistry degree with a passion for the environment and fitness. I thought the best way to implement both is to create athletic wear sourced from sustainable/recycled materials like plastic bottles. My job function is to strategically plan out our business, where we just finished our first incubator program and are now planning a Kickstarter Campaign. Coming from a background as an Asian immigrant growing up in a predominantly white neighborhood, and then living in a city like Chicago, showed me there are a myriad of different people in the world. It helped me understand that representation is very important as all people want a voice to be heard.”
Employers across the country recognize the talents and perspectives immigrants bring to their companies.

“Microsoft aims to make technology that empowers every person on the planet, and to do that, we need to better reflect the world we seek to serve. Our innovations thrive on diverse voices, experiences, and perspectives. Attracting and retaining talented people from all over the country and the world helps our company and our economy grow.”

—BRAD SMITH, MICROSOFT PRESIDENT VIA TIME MAGAZINE OP-ED

MEET CESIA
Florida International University (Computer Science, Spring 2019) – Program Manager at Microsoft

“I came from Honduras when I was 3. Early in my college journey at Florida International University, I found my passion for computer science. I am now working at Microsoft as a program manager leading a team of engineers working on the Microsoft Teams product. I have dreamed all my life of making a difference. Leading a team that is creating innovative communication tools gives me the opportunity to give back—to show that I can help change the world.”
MEET PATRICE
Eastern Connecticut State University (English Language and Literature, Spring 2020) – M.A. Candidate at Columbia University

“TheDream.US has given me the hope and courage to become anything that I want to be in life. I no longer see myself as a Dreamer. Today, I am a doer. I am globally connected with some of the world’s most brilliant minds to seek, create, and advance knowledge. As I embark on becoming an attorney at Columbia University, I am thrilled to become a voice against injustice for my people and, someday, a philanthropist for those most in need in our world.”

OUR GRADUATES’ RACIAL IDENTITY

- Hispanic or Latino – non-White: 46%
- Hispanic or Latino – White: 31%
- Asian, Asian American, or Pacific Islander: 7%
- Black or African American: 6%
- Multiracial: 5%
- Choose not to identify: 4%
- White - non-Hispanic: 2%

Our Graduates have the attributes our businesses and economy need to thrive. They are resilient, determined, often multi-lingual, and bring rich cultural, racial and ethnic diversity to our country.

To learn more about employing Dreamers, visit our “Hire Dreamers” page: thedream.us/hire-dreamers/
Undocumented students face barriers to accessing career opportunities.

Securing college internships is considered integral to career readiness.

19% Yet, only 19% of our Scholars were able to access internships during the COVID-19 pandemic, almost half of which were unpaid.

Career support networks are essential to finding strong first jobs. An estimated 85% of all jobs are filled via networking.

18% Yet, only 18% of our Graduates found their professional networks to be a useful resource in finding jobs.

Access to professional licenses are critical, but in most states, undocumented students are not allowed to get these licenses.

59% Yet, 59% of our Scholars are pursuing jobs and careers requiring licensure to practice, such as medical, legal, or engineering careers.

Graduate school is a necessary pathway into many careers, yet financial supports for these programs are virtually non-existent for undocumented students.

13% Only 13% of our Graduates are in graduate school, while 47% believe that graduate school is important for increased job opportunities and higher salaries.

Data sources: TheDream US 2021 Alumni Survey (n=998), reflects respondents who graduated with a terminal degree as of Summer 2020; TheDream US 2020-2021 Scholar Survey (n=2,521) reflects respondents enrolled in college during the 2020-2021 academic year.

MEET KAI
John Jay College of Criminal Justice (Law and Society, Spring 2018), MPP from George Washington University (Spring 2021), Alumni Member of TheDream.US Advisory Board

“It is my passion to help others. One of the ways I do so is through persistent advocacy to ensure that students with disabilities are not deprived from receiving equal learning opportunities. Being an immigrant has taught me what it means to be excluded and fight my hardest to overcome barriers. I am driven by seeing other disadvantaged groups win.”
SUPPORT SCHOLARSHIPS.
Your donation can help us continue to make college education accessible. Donate at TheDream.US/Donate.

ADVOCATE FOR FEDERAL PROTECTIONS.
Encourage Congress to pass legislation that provides undocumented immigrants with permanent status so they are able to fully live their lives and contribute to our country.

USE YOUR VOICE FOR PROTECTIONS IN YOUR STATE.
Encourage your state legislators and policymakers to adopt or maintain in-state tuition, state aid, and professional licenses for undocumented immigrants.

OPEN CAREER PATHWAYS.
Proactively recruit and hire undocumented immigrants with work authorizations. Visit TheDream.US/Hire-Dreamers to learn more.

MEET HOMAR
Delaware State University (Education, Spring 2021) – Middle School Teacher

“When I received TheDream.US scholarship years ago, I knew this was my opportunity to launch my dreams into reality. I’m now a middle school teacher ... Although I know my legal status is in limbo here and I could even lose my job in this country, one thing that will never be taken away is my education and my dreams. America is stronger when DREAMers have opportunities to succeed — in colleges and in classrooms and other workplaces around the country.”
Working together, we can ensure that undocumented students and their families have the opportunity to help move our country forward.