

In Their Own Words - Life After College

TheDream.US 2021 Alumni Survey Report



November 2021
www.TheDream.US

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Executive Summary

TheDream.US is the nation's largest college and career success program for undocumented immigrants with or without Deferred Action for Childhood Arrivals (DACA) or Temporary Protected Status (TPS). Over the past 7 years, TheDream.US has provided more than 7,500 college scholarships to students attending over 75 partner colleges in 19 states and Washington, D.C. and now has over 2,100 TheDream.US Alumni residing in 35 states across the country and Washington, D.C. In February through March of 2021, TheDream.US administered its third Alumni Survey with responses from 998 Alumni.

This report provides crucial insights on the status and needs of undocumented college graduates in the areas of immigration policy, employment, and graduate school. Overall, the data speaks to the resilience of undocumented college graduates who are committed to applying their higher education degree in essential fields such as healthcare, education, and social services in the midst of the ongoing coronavirus disease 2019 (COVID-19) pandemic. However, it also demonstrates missed opportunities to fully unlock the potential of their college degree and talents to contribute even more to the social and economic prosperity of this nation due to restrictive federal, state, and local legislation which reinforce barriers to permanent status, occupational licensure, and graduate school.

Key Findings

Immigration Status

- Almost all TheDream.US Alumni (92%) were undocumented, with the majority (88%) being current DACA holders
- Since receiving TheDream.US scholarship, a few (8%) were able to adjust their status to conditional or permanent residency or citizenship and two graduates emigrated to Canada

Employment

- Despite an ongoing global pandemic, 85% of TheDream.US Alumni were employed and moving our country forward
 - The majority (76%) of those working were in essential or front-line jobs
 - 30% were employed in the Public and Social Services field, 21% were employed in the Business, 20% in Health and Medicine, and 20% were employed in Science, Math and Technology

- Access to occupational licensure varied across and within states which impeded the economic mobility of TheDream.US Alumni
 - Twenty-two percent need professional or occupational licensure to work in positions such as teachers, nurses, lawyers, and accountants
 - Of those who need licensure, 56% had licensure to practice and 44% did not
 - Fifty six percent of those with licensure were earning above \$50,000 annually, compared to only 29% of those who need licensure but do not have it

Graduate School

- Almost all (90%) of TheDream.US Alumni are either interested in pursuing graduate school in the future, are already enrolled in graduate school, or have completed a graduate degree
- Despite the high levels of interest in graduate school among Alumni, relatively few (17%) were able to enroll in a graduate program or complete their graduate degree
- Securing funds to pay for a graduate degree was the most important factor in deciding which schools to apply to and attend

Recommendations

Immigration Status

DACA and TPS are essential to the livelihood of undocumented immigrants and their socioeconomic mobility, however it is only a temporary measure that places constant pressure on losing status, especially with the recent backlogs in processing DACA renewals. DACA is also unavailable to those who arrived to the United States after June 15, 2007, which means an increasing number of the 98,000 undocumented students graduating from high school each year will no longer be eligible for the program (as of now, a high school graduate who is 18 years old would have had to arrive in the country before they were 4 years old).

To address these barriers

- USCIS must increase its capacity to address the DACA renewal backlogs immediately
- Congress must pass legislation providing permanent protections and pathways to citizenship for undocumented immigrants with or without DACA or TPS

Employment

TheDream.US Alumni are motivated professionally to give back to their communities in essential fields with high labor shortages such as education and healthcare. However, a lack of employer awareness on the legal rights of DACA and TPS recipients and uneven access to occupational licensure across and within states creates a loss of opportunity to utilize the talents of this driven population in filling jobs supporting America's pandemic recovery.

To address these barriers:

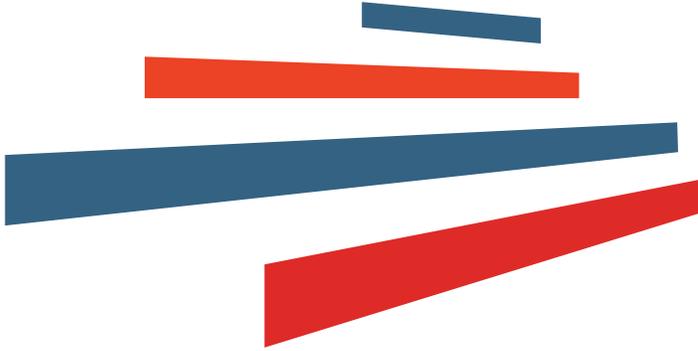
- Businesses and organizations should seize this opportunity to actively recruit undocumented college students and graduates with DACA or TPS in the revitalization of the American economy
- Congress must end the federal exclusion of undocumented immigrants from obtaining professional or occupational licensure
- State legislatures should also expand access to professional licensure regardless of immigration status

Graduate School

Despite high levels of interest in graduate school among TheDream.US Alumni, access barriers remained incredibly high, particularly due to the lack of in-state tuition and aid equity, resources for supporting the graduate school application process, and viable financial resources to pay for the cost of attendance (i.e. access to scholarships, fellowships, and loans).

To address these barriers:

- Congress must pass legislation extending federal financial aid and loans for DACA and TPS recipients, including Title IV assistance
- State legislatures must pass laws granting in-state tuition and state aid for undocumented residents for graduate school
- Colleges and employers must be inclusive of undocumented immigrants in providing resources for graduate school such as application supports and financial assistance (i.e. scholarships, fellowships, tuition reimbursement programs)



TheDream.US and Alumni Survey Background

Founded in 2013 TheDream.US is the nation's largest college and career success program for undocumented immigrant youth. Over the past 7 years, TheDream.US has provided more than 7,500 college scholarships to students attending over 75 partner colleges in 19 states and Washington, D.C. This work is grounded in our belief that all young Americans, regardless of where they were born, should have the opportunity to get a college education and pursue a meaningful career that contributes to our country's future.

To date, TheDream.US has over 2,100 college graduates across its two programs, the National Scholarship and Opportunity Scholarship. Nearly all graduates (94%) obtained a bachelor's degree, with 6% earning a terminal associates degree.

With the increasing number of graduates, TheDream.US administered its third annual Alumni Survey in February through March 2021. The Alumni Survey sought to better understand i) the undergraduate achievements of TheDream.US Scholars; ii) the career outcomes of TheDream.US graduates 6+ months after obtaining their degree; and iii) areas for increased resources in supporting the career goals of program participants. This report focuses on the key findings and recommendations from 998 TheDream.US graduates who participated in the Alumni Survey.

It is important to note that the survey was administered in the context of two crucial events. The first being the ongoing coronavirus disease 2019 (COVID-19) pandemic, which disproportionately impacted the economic stability and health of racial and ethnic minority groups; and despite undocumented immigrants working on the frontlines in essential industries such as healthcare, food and goods provisions, and education, they were excluded from federal financial relief, including higher education funds in the CARES Act. The second is the 2020 presidential election which brought an end to the Trump administration and its legacy of adopting anti-immigration practices. Following the November election, on December 4, 2020, a New York federal judge restored DACA, which President Trump tried to end, allowing for the Department of Homeland Security to begin processing new DACA applications. On January 20, 2021 President Joe Biden signed a memorandum ordering that the Secretary of Homeland Security preserve and fortify DACA. However, on July 16, 2021 a Texas federal judge issued an injunction barring the Department of Homeland Security from approving any new DACA applications.

For more information on all TheDream.US Alumni, please refer to the [Summer 2021 Graduates Snapshot](#).

Findings and Recommendations

Immigration Status

Programs such as DACA and TPS are essential to the livelihood of undocumented immigrants. As TheDream.US program participants, all survey respondents were undocumented at the start of their college career and almost all (92%) were undocumented at the time of taking the Alumni Survey. The majority (88%) were current DACA holders, 2% were TPS recipients, and another 2% were of other undocumented status (i.e. never had DACA/TPS, U-Visa, expired DACA) (Table 1.). Since receiving TheDream.US scholarship, a few (8%) were able to adjust their status to conditional or permanent residency or citizenship in the United States and two graduates emigrated to Canada.

Table 1.

Immigration Status	N	%
DACA	883	88%
Permanent/conditional resident	78	8%
TPS	24	2%
Undocumented - never had DACA/TPS	5	1%
U-Visa	3	<1%
DACA Expired	2	<1%
Canadian permanent resident	2	<1%
U.S. Citizen	1	<1%
Total	998	100%

For respondents who had current DACA, 25% said their status would expire within 6 months, 29% within 7 months to a year, and 46% in more than a year. DACA must be renewed every two years and USCIS recommends submitting completed renewal applications at least 150 days (5 months) and no later than 120 days (4 months) before an individual's current DACA and employment authorization document (EAD) expire. However, USCIS generally accepts and processes renewal applications for DACA expiring in a year or less as processing times may vary. Being able to renew DACA on-time is crucial for many reasons, including maintaining protections from deportation and work authorization.

Barriers

Throughout this year, there have been significant delays in processing DACA renewals due to the COVID-19 pandemic and increased number of renewal and new applications.¹ According to a letter from USCIS to lawmakers in Congress this summer, 13,000 DACA renewal requests had been pending for more than 120 days as of the end of June 2021. Given that DACA recipients are encouraged to submit their renewal applications between 120 to 150 days of their status expiring, these backlogs in processing renewals means an increasing number of DACA holders are falling out of status while waiting for the Department of Homeland Security to adjudicate their application. This in turn has grave consequences for the livelihood of DACA holders such as losing their jobs as their work authorization expires, opportunities to further their careers (i.e. graduate school), and a means to support their families and communities.

Despite the optimism around immigration policy earlier this year, the severe delays in processing renewals is yet another reminder that programs such as DACA and TPS are only temporary measures for hundreds of thousands of immigrants who contribute to the American economy and their communities every day. The very existence of the programs continues to face constant uncertainty since the Trump administration announced it would end the DACA program in September 2017 and TPS for individuals from certain countries in October 2018.

Multiple district court injunctions and Supreme Court decisions have changed the stipulations for both programs constantly in the last four years. More recently regarding DACA, on December 4, 2020, a New York federal judge fully restored DACA, allowing for the Department of Homeland Security to begin processing new DACA applications. However, the decision was countered on July 16, 2021 via a Texas Supreme Court decision, now barring DHS from approving any new DACA applications. It is estimated that approximately 60,000 first-time applications are on hold due to the Texas ruling and only 1,900 (3%) of first-time DACA applications being adjudicated between December 2020 and June 2021.²

“ I definitely get very nervous about termination around the time my work permit expires. HR constantly questions me and my managers about my new work permit status, which builds up so much unnecessary anxiety.

Lizeth

South Texas College (Spring 2018)
Working as a Radiologic Technologist

”



Recommendations

- USCIS must increase its capacity to address the DACA renewal backlogs
- DACA must be fully reinstated as soon as possible, allowing for the Department of Homeland Security to process first time applications
- Congress must pass legislation providing permanent protections and pathways to citizenship for undocumented immigrants with or without DACA or TPS to reduce the constant life disruptions and anxiety that comes with their immigration status and being subjected to heightened public scrutiny. Providing permanent pathways for all undocumented immigrants is crucial as DACA is only available for those who arrived to the United States before June 15, 2007. With 98,000 undocumented students graduating from high school every year, only those who arrived in the country at the age of 4 or younger would have arrived before June 15, 2007

Employment

A. Career Outcomes

Undocumented college graduates are contributing to the American economy by working in industries of high need and represent a talent pool essential to this country's pandemic recovery. Eighty five percent of TheDream.US Alumni were employed (Figure 1.) and the majority (76%) of those working were in essential or front-line jobs.³

Figure 1.

Employment Status of all Graduates

- Working
- Job searching
- Temporarily laid off due to COVID-19
- Not working and not job searching

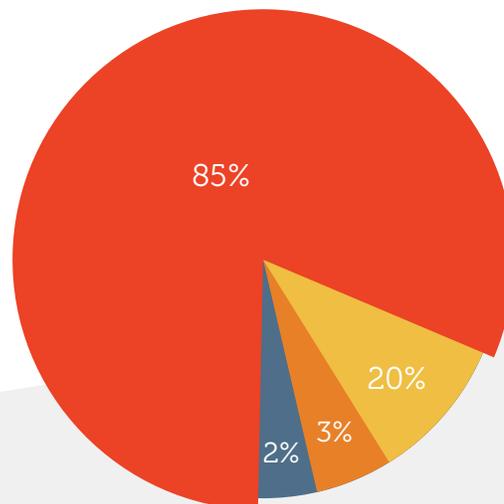
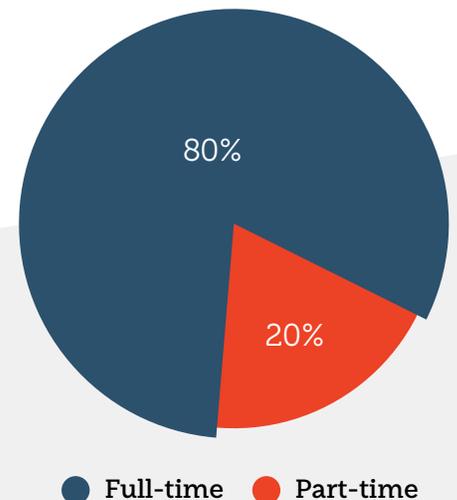


Figure 2.

Employment Status for Working Graduates



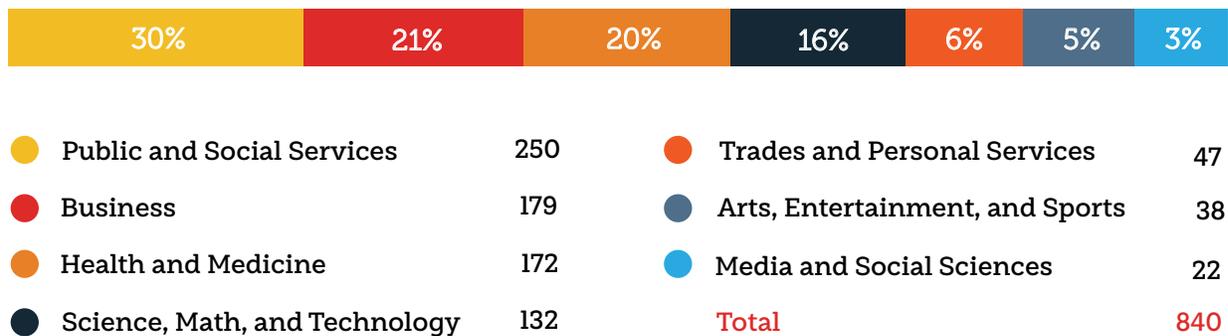
TheDream.US Alumni are motivated professionally to give back to their communities.

One in two graduates were employed in either the Public and Social Services field (30%) in jobs including teachers, social workers, and program managers at non-profit organizations or in the Health and Medicine field (20%) in jobs including nurses, laboratory technicians, and medical assistants (Figure 3.). An additional 21% were employed in the Business field as accountants, operations managers, or human resources specialists and 20% were employed in Science, Math and Technology fields as engineers, research associates, or data analysts.

Figure 3.

Fields of Employment

100%



The importance of service and self-empowerment is evidenced in the fact that 1 in 3 Alumni said what they value the most in a job is personal fulfillment, compared to 1 in 4 who said salary and benefits (Table 2.). This supports the qualitative narrative of TheDream.US Scholars and Alumni's determination to succeed in college and professionally to repay their parents for the sacrifices they made in immigrating to the United States. Just as TheDream.US Graduates have achieved social mobility with the support of their family, they will pass on their knowledge and experiences to their children and the next generation.



I originate from two hardworking parents who work day and night in order to provide for the house. My parents were obligated to abandon their dreams and work for those they love. However, I was blessed with TheDream.US and was able to be the first in my entire family to graduate college.

Fernando

California State University - Long Beach (Fall 2018)
Working as an Emergency Medical Technician.



Table 2.

Most important factor in a job for TheDream.US Alumni	N	%
Personal fulfillment (meets my interests)	319	32%
Salary & benefits	233	24%
Opportunities for advancement	106	11%
Office culture/work-life balance	83	8%
Leadership/management	81	8%
Co-workers	64	7%
Employer's commitment to social responsibility	52	5%
Geographic location	52	5%
Total	990	100%

Barriers

Despite June 15, 2021 marking the 9th anniversary of DACA and TPS for countries like Haiti being established over 10 years ago, there is still a need to raise awareness among employers of what these programs are and the employment rights of DACA and TPS recipients. Undocumented immigrants with valid work authorization often navigate job search processes where employers and recruiters are often hesitant to hire them, unaware that they can be hired legally, or deny applicants on account of immigration status.⁴



Employers would offer me positions that would match my skills and degree, but then would back down on the offers once they realized I didn't have a green card.

Alejandra

Trinity Washington University (Spring 2018)
working as an Independent Contractor



Furthermore...

Given the high percentage of undocumented college graduates pursuing careers in Public and Social Services, they are often interested in federal government positions or jobs that are funded federally that require permanent residency or citizenship. This automatically excludes undocumented immigrants who otherwise would be qualified for a position.



My original plan was to work on Capitol Hill, only to realize that there are legal status requirements to be able to work there

Juan

Arizona State University (Spring 2020)
working as a Political and Scheduling Manager



Recommendations

Businesses should seize this opportunity to actively recruit undocumented college students and graduates in the revitalization of the American economy.

A significant part of President Biden's Build Back Better Agenda is creating jobs and increasing job and work readiness opportunities particularly in the fields of education and clean energy.⁵ In addition, as the economy began reopening this summer with the availability of COVID-19 vaccines, the labor market is currently booming with a record 10 million jobs available as of June 2021.⁶ And despite the availability of the COVID-19 vaccine, variants such as the Delta variant continue to overwhelm hospitals and the public education system where the labor shortage is being felt most acutely.

To build a pipeline of diverse candidates, Employers can provide paid internships and apprenticeships for undocumented college students and graduates with DACA or TPS. Furthermore, they should proactively recruit and hire graduates through their website, social media, job fairs, and opportunity placement firms. Human Resources and hiring managers must be trained and informed of the rights of DACA and TPS applicants and employees.

Undocumented college students and graduates are a talent pool of resilient, high performing students who overcame prohibitive laws, lack of tuition assistance, and their family’s financial need to enroll and graduate from college.⁷ They are motivated, resilient and valuable members of the American workforce.



Immigrants are key to the pandemic recovery. Over 70% of immigrants work in an essential sector. They contribute to \$1 trillion in GDP and \$340 billion in taxes each year. Our bottom line is this: doing nothing on immigration in 2021 is unacceptable.

Rebecca Shi

Executive Director of ABIC
at the New England Business Immigration Summit that took place in February 2021 to advocate for federal and state immigration reform.



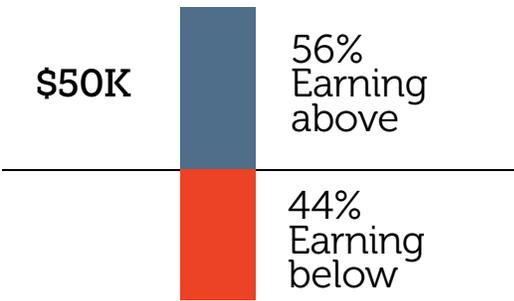
B. Licensure

Twenty-two percent of TheDream.US Alumni need professional or occupational licensure to work. Of those who need licensure, 56% have licensure to practice and 44% do not. The majority of those who do have licensure are teachers. The majority of those who need licensure but do not have it are in the fields of healthcare (i.e. aspiring registered nurses, mental health specialists, and doctors), financial services (i.e. aspiring tax accountants), and law (aspiring lawyers).

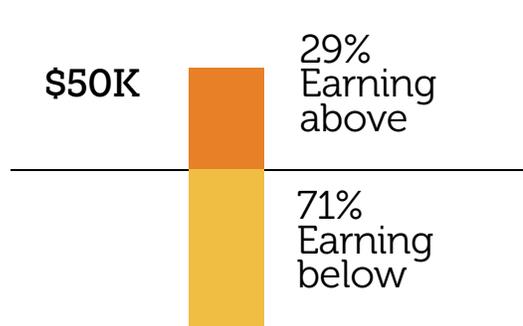
The ramifications of having licensure are significant for the social mobility of undocumented immigrants. In regards to annual salary ranges of Alumni with licensure, 56% were earning above \$50,000, compared to only 29% of graduates who need licensure but do not have it. For details on the geographic location of survey respondents with licensure and those without licensure who need it, refer to the Appendix.

Figure 4.

Annual income for Graduates with licensure



Annual income for Graduates without licensure who need it



Barriers

Federal law currently restricts states from extending professional or commercial licenses to undocumented immigrants (8 U.S. Code §1621). Undocumented immigrants have been systematically prohibited from accessing this key form of increasing economic opportunity. Currently, only 5 states have passed legislation opting out of the federal restrictions to authorize occupational licensure for all professions to undocumented immigrants with or without DACA or TPS. Another 12 have state laws extending licensure in specific professions to DACA recipients only.⁸

As our data shows, access to licensure means increased wages, which means increased tax revenue and a supply of labor to fill jobs that are in high demand, such as nurses, primary care doctors, and teachers. Multiple studies show that undocumented immigrants, with or without DACA or TPS are contributing billions of dollars in federal, state, and local tax revenue every year, despite being ineligible for federal benefits including Social Security and Medicare.⁹

Recommendations

- Congress must end the federal exclusion of undocumented immigrants from obtaining professional or occupational licensure.
- State legislatures should also expand access to professional licensure regardless of immigration status. Extending licensures for all professions in all states provides a means of building career equity for undocumented immigrants and is beneficial for the American economy and communities in which they are rooted.



My biggest concern for achieving my professional goals is my immigration status and losing work authorization or being unable to get my license to practice law because of my status if things change for the worse in the future.”

Amelia

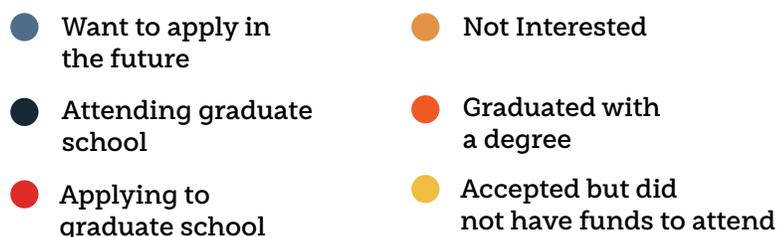
The City College of New York (Spring 2019)
currently pursuing Law School



Graduate School

Almost all (90%) of TheDream.US Alumni are either interested in pursuing graduate school in the future, are already enrolled in graduate school, or have completed a graduate degree (Figure 5.). However, despite the high levels of interest in graduate school among Alumni, relatively few (17%) were able to enroll or complete their graduate degree. The greatest challenge was securing funds to pay for a graduate degree. Affordability of tuition and fees was the most important consideration of TheDream.US Alumni in deciding which graduate schools they would apply to, as opposed to factors such as the academic rigor of a program or the opportunities offered for professional advancement.

Figure 5.
Graduate School Status of TheDream.US Alumni



Barriers

A graduate degree is now considered an integral part of the discussion on social mobility. According to 2019 U.S. Census Bureau data, overall, median annual earnings for full-time employees with a graduate degree were 23% higher than those with only a bachelor's degree. The gains were even more significant for those with a doctoral or professional degree. Although there is a rising debate on the value of a graduate degree and the increase in debt-to-income ratios for certain graduate degrees and programs, this conversation assumes citizenship and permanent residency. **The fact remains that barriers for undocumented immigrants to access graduate school remain incredibly high, particularly due to the lack of the following.**

1 In-state tuition and state aid equity for undocumented immigrants

Due to restrictive federal laws, the landscape for in-state tuition and aid equity for undocumented students at the undergraduate level is very uneven across the country as inclusion depends on state legislation and Board of Regents decisions. Only 17 states extend in-state tuition rates to undocumented students with and without DACA or TPS. Fewer extend state aid and at least three states proactively ban undocumented students from enrolling in the public university system. State legislation and the inclusion of undocumented students for in-state tuition and state aid are even murkier for graduate school.

Of TheDream.US Alumni enrolled in or finished with graduate school, 3 out of 4 were attending or attended public institutions. Although the majority of those enrolled in public universities reported being eligible for in-state tuition, they were concentrated in only a few states – California, Texas, New York, and Florida. This is a small fraction of the 35 states in which TheDream.US Alumni reside. In addition, there were Alumni who completed their undergraduate degree in 1 of these 4 states who reported paying out-of-state tuition for their graduate studies (Table 3).

Table 3.

Whether TheDream.US Alumni are paying or paid in-state tuition for graduate school	N	%
Yes - in-state	100	62%
No - out-of-state	20	13%
N/A Private institution	41	25%
Total	161	100%

2 Resources for supporting the graduate school application process for undocumented immigrants.

Given the lack of clarity on in-state tuition and state aid policies for undocumented students pursuing graduate school, it is crucial that universities and employers (for those that offer tuition reimbursement programs) provide graduate school resources and supports that are inclusive of undocumented immigrants. Almost half of TheDream.US Alumni said their college where they completed their undergraduate degree (23%) or their own professional networks (24%) were the most helpful resource in applying for graduate school.

3 Viable financial resources to pay for graduate school (i.e. access to scholarships, fellowships, and loans)

Undocumented immigrants with or without DACA or TPS are ineligible for any federal financial aid and loans and most private loans as well. In the absence of loans, TheDream.US Alumni currently attending graduate school must cobble together multiple financial sources, including: working full-time in addition to school, consistently applying for grants, scholarships, and fellowships, dipping into personal savings, asking for family support, or seeking employer-based tuition reimbursement.

This year, TheDream.US in partnership with the non-profit [SocialFinance.org](https://www.socialfinance.org) and lending company [FundingU](https://www.fundingu.com), launched the Dreamer Graduate School Loan Program for TheDream.US Alumni. Now other lenders such as [MPower](https://www.mpower.com) and [Ascent](https://www.ascent.com) have opened their applications up to DACA recipients. More options for financing graduate school should be available to DACA and TPS holders.

Table 4.

How TheDream.US Alumni are financing or have financed graduate school (Select all that apply)	N	%
Received scholarship(s)/grant(s)	83	52%
Full-time work	54	34%
Part-time work	44	27%
Family support	36	22%
Private loan	27	17%
Applying for scholarship(s)/grant(s)	20	12%
Graduate fellowship/assistantship	91	12%
State aid	13	8%
Total	161	100%

Recommendations

- Congress must pass legislation extending federal financial aid and loans for DACA and TPS recipients, including Title IV assistance
- State legislatures must pass laws granting in-state tuition and state aid for undocumented residents for graduate school
- Colleges where undocumented immigrants complete their undergraduate degree should provide Undocu-friendly resources for applying to graduate school
- Employers should raise awareness of any supports (tuition reimbursement) they provide for graduate school

Survey Respondents' Background

Geographic Location and Demographic Characteristics

Table 5.

States of Residence	N	%	States of Residence	N	%
NY	217	22%	MA	4	<1%
CA	163	16%	IN	3	<1%
FL	161	11%	Ontario, Canada	3	<1%
TX	106	5%	DE	2	<1%
IL	54	5%	IA	2	<1%
AZ	46	3%	NV	2	<1%
VA	33	3%	OR	2	<1%
GA	30	2%	SD	2	<1%
CO	24	2%	TN	2	<1%
NJ	24	2%	UT	2	<1%
NC	23	2%	WI	2	<1%
MD	22	2%	AR	2	<1%
DC	17	2%	KS	2	<1%
CT	16	1%	ME	2	<1%
PA	9	1%	MI	2	<1%
WA	8	1%	MN	1	<1%
MO	6	1%	NE	1	<1%
SC	6	<1%	VT	1	<1%
			Total	998	100%

Average Age of Arrival to the United States: 5.5
 Average Age at time of survey: 26

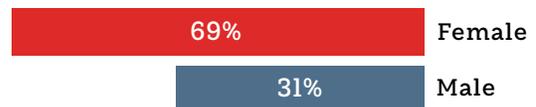


Figure 6.

Ethnoracial Identification

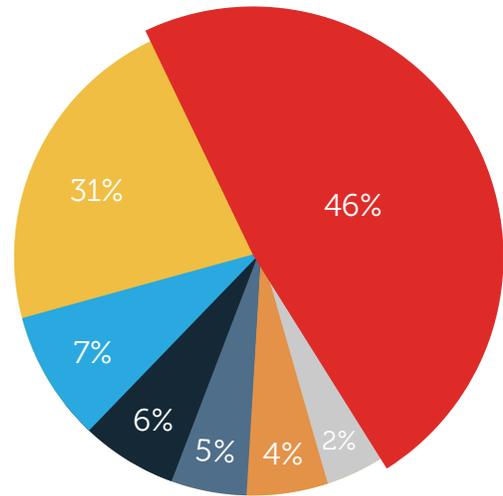
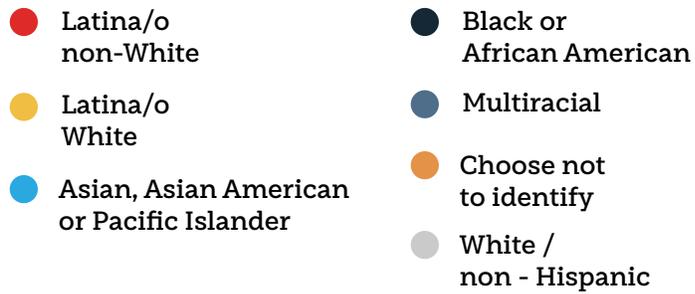


Table 6.

Area of Origin	N	%
Latin America	826	82%
Rest of the world	127	13%
Asia and Pacific Islands	45	5%
Total	998	100%

Undergraduate Success

Table 7.

College degree earned	N	%
Bachelor's	979	98%
Terminal associate	19	2%
Total	998	100%



Table 8.

Academic Achievements

Latin Honors	49%
Departmental Honors	16%
Honors College/Program	8%
Phi Beta Kappa	8%
Valedictorians	5%
Class Presidents	4%
Salutatorians	3%

Median College GPA



Appendix

States of residence for TheDream.US Alumni with licensure to practice	N	%
TX	25	24%
FL	22	21%
NY	16	16%
CA	12	12%
IL	5	5%
AZ	4	4%
GA	4	4%
VA	3	3%

	N	%
CO	2	2%
DC	2	2%
MD	2	2%
NV	1	2%
DE	1	1%
NC	1	1%
SD	1	1%
UT	1	1%
Total	103	100%

States of residence for Alumni without licensure to practice that need it	N	%
NY	29	35%
CA	18	22%
FL	11	13%
TX	8	10%
AZ	3	4%
GA	3	4%

	N	%
VA	3	4%
IL	2	2%
SC	2	2%
CO	1	1%
MD	1	1%
MO	1	1%
Total	82	100%

Endnotes

¹On December 4, 2020, a New York federal judge fully restored DACA, allowing for the Department of Homeland Security to begin processing new DACA applications. However, the decision was countered on July 16, 2021 via a Texas Supreme Court decision, now barring DHS from approving any new DACA applications.

²Priscilla Alvarez, “DACA recipients lose permission to work amid application backlog”, CNN, July 14, 2021. <https://www.cnn.com/2021/07/14/politics/daca-work-permits/index.html>; Camilo Montoya-Galvez, “Biden administration assigns more staff to review DACA applications as backlog soars”, CBS News, July 13, 2021. <https://www.cbsnews.com/news/immigration-daca-applications-biden-administration-more-staff/>

³As defined by working in one of the following areas: Childcare, education, financial services, first responders, foods and good provisions, healthcare and health services, information technology and communication, legal and social services, local government, manufacturing, public safety, shelter and housing, transportation and logistics.

⁴Campbell, A. F., “Some businesses are refusing to hire DACA recipients. They are fighting back”, Vox, August 6, 2018. <https://www.vox.com/2018/8/6/17595088/daca-job-discrimination-lawsuits>; Jordan, M., “Immigrant ‘Dreamers’ in search of a job are being turned away”, The New York Times, August 20, 2020. <https://www.nytimes.com/2020/08/20/us/immigration-daca-dreamers-employers.html>; Maurer, R., “Some employers are still unsure about hiring ‘Dreamers’”, Society for Human Resource Management, February 5, 2020. <https://www.shrm.org/ResourcesAndTools/hr-topics/talent-acquisition/Pages/Some-Employers-Are-Still-Unsure-Hiring-DREAMers.aspx>

⁵<https://www.whitehouse.gov/build-back-better/>

⁶Tom Spiggle, “What Does A Worker Want? What The Labor Shortage Really Tells Us”, Forbes, July 8 2021. <https://www.forbes.com/sites/tomspiggle/2021/07/08/what-does-a-worker-want-what-the-labor-shortage-really-tells-us/?sh=531f67f2539d>; Anneken Tappe, “This is a first: The US has 10 million job openings”, CNN, August 10 2021. <https://www.cnn.com/2021/08/09/economy/record-job-openings-june/index.html>

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⁸Christy Williams, “Professional and occupational licenses for immigrants”, Catholic Legal Immigration Network, Inc, August 22 2019. <https://cliniclegal.org/resources/state-and-local/professional-and-occupational-licenses-immigrants>; Higher Ed Immigration Portal. <https://www.higheredimmigrationportal.org/>

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Together,

we can build a country that is equitable and prosperous for all.

If you agree that immigrants and Dreamers are essential to our nation, here are four things you can do to support them:

- Vote for candidates that support immigrants and immigration reform
- Call or write to your member of congress letting them know that immigration reform is essential for our nation's future.
- Become familiar with [hiring practices](#) for Dreamers
- Mentor and when possible [hire Dreamers](#)

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