

## DREAMers in the Workforce: *What You Should Know As a DACAmented Job Seeker*

### Did you know?

- Thanks to DACA (Deferred Action for Childhood Arrivals), you are able to get a two-year employment authorization document (EAD) and legally work **without sponsorship**. Only current DACA recipients can continue to renew their DACA status at this time
- Your EAD is the only work-authorization document that your employer needs to see during the hiring process – they cannot ask for more or different documents or ask about your immigration status
- DACA-recipients work at 72% of the top 25 Fortune 500 companies – including Apple, Amazon, General Motors, JPMorgan Chase, Home Depot, Walmart, and Wells Fargo

### What is the current status of DACA?

- In September 2017, the Trump administration announced the termination of DACA – immediately ending the program for new applicants and allowing those with DACA to keep their status until its expiration
- Lower court decisions stopped the full termination of DACA and allowed those with DACA to continue to renew their status
- The U.S. Supreme Court will decide whether the Trump Administration unlawfully terminated DACA. Oral arguments were heard in November 2019 and a ruling will follow, likely in the first half of 2020
- It is likely that whichever way the Supreme Court rules, you can legally work until your EAD expires
- If an employer asks if you will require visa sponsorship to work legally, answer “No.” Active DACA holders already have work authorization through EADs
- If your employer is willing to provide sponsorship, doing so will allow you to work beyond a DACA expiration





## How can you find a DREAMer friendly workplace?

- Fellow DREAMers are your best resource. Talk with your friends and community to find potential employers
- Many companies, including those listed below, have spoken to members of the press about their DACA-employees
- A recent pro-DACA amicus brief to the Supreme Court filed by 143 business associations and companies noted:
  - “Dreamers have become essential contributors to American companies and the American economy”
  - “Rescinding DACA will harm not only individual recipients and their families, friends, and co-workers, but also the many U.S. businesses that count on them to help fuel continued innovation and growth”
  - “Immigrants like Dreamers bring diverse backgrounds and experiences to their workplaces, which bolster their colleagues’ creativity and innovation”
  - “Numbers alone do not come close to capturing Dreamers’ contributions and the tremendous harm that will result from their loss”
- Apple CEO Tim Cook and senior VP Deirdre O’Brien wrote in a separate pro-DACA amicus brief: “Apple employs 443 Dreamers who come from more than 25 different countries on four continents. **We did not hire them out of kindness or charity. We did it because Dreamers embody Apple’s innovation strategy**”



## What makes you and other DREAMers attractive employees for many companies?

- Despite facing challenges such as having no access to federal aid and limited access to state or institutional aid, DREAMers like you have succeeded, often graduating college with stellar academic records compiled while working to support your education and families
- DREAMers hold what companies seek in their employees – an ability to adapt, an eagerness to learn, and an incomparable motivation to succeed
- You and your fellow DREAMers are eager to find meaningful careers and contribute to the social and economic prosperity of our country
- Kevin Ortiz, with the BB&T Leadership Institute and a TheDreamUS alum, recently advised fellow DREAMers: “The best thing to do during an interview is to align yourself with the company and to keep it conversational without oversharing. Own your journey and don’t sell yourself short. You are just as deserving of the position as the next candidate!”