



DACA and TPS Holders:

What You Need to Know as a Job Seeker


Did you know?

- With DACA (Deferred Action for Childhood Arrivals), you are able to get a two-year employment authorization document (EAD) and legally work without sponsorship. TPS (Temporary Protected Status) recipients can also get an EAD.
- 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.
- If an employer asks if you will require visa sponsorship to work legally, answer “No.” Active DACA holders already have work authorization through EADs.
- 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.
- More than 200,000 DACA recipients are working alongside their neighbors in essential roles to keep our communities safe amid the COVID-19 pandemic.
- Over 27,000 DACA recipients are working in critical health care positions on the frontlines of the COVID-19 crisis.
- 16,000 DACA recipients work in education, including thousands of K-12 teachers.

What is the current status of DACA?

- On July 16, 2021, district court Judge Andrew Hanen concluded that DACA is unlawful because it violates the Administrative Procedure Act ([more](#)). The decision doesn't immediately affect the 616,030 people who are currently protected under DACA — but it does mean that the Department of Homeland Security can no longer approve new DACA applications or grant applicants the protections DACA provides. Current DACA recipients may continue to renew every 2 years as before.





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.
- [143 business associations and companies](#) filed a pro-DACA brief in the Supreme Court and said this:
 - “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!”