

THE DREAM.US
CAREER CONNECTIONS

Career Equity for DREAMers:

*DRIVEN, RESILIENT, AND COMMITTED TO HELP
MOVE OUR COUNTRY FORWARD*

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TheDream.US Program



Largest college access and success program for DREAMers in the nation



4,000+ Scholars enrolled and 1,500 Graduates in 16 states + D.C.; 70+ Partner Colleges



Goal: Award 9,000+ Scholarships and have 7,000+ Graduates

At the End of This Session, You Will Know:



- Who DREAMers are and what they bring to the workforce
- How to hire DREAMers with DACA or TPS with a clear understanding of their legal rights to work
- How to access this growing talent pool through DREAMer friendly recruiting practices
- Be a DREAMer friendly, welcoming environment



Our Challenge and Opportunity

The Challenge

Businesses want to rebuild diverse and inclusive workforces in the wake of the pandemic and the call for racial equity

The Opportunity

Multicultural and talented college educated DREAMers who want to contribute through meaningful careers

Poll Questions: Your Journey with DREAMers

Question #1: Do you know what DACA is?

- Yes
- I've heard of it but don't know what it is
- I don't know

Question #2: How many undocumented students do you serve or employ?

- None/I don't know
- 1-9
- 10-49
- 50-100
- Over 100



Who Are
DREAMers?

#HomelsHere

- ✓ **Undocumented immigrants** who came to this country at a young age
- ✓ Have grown up in America – gone to our K-12 schools and colleges
- ✓ Leaders in our schools and communities
- ✓ Eager to participate in our country's social and economic prosperity

This country *is* their home!



DREAMers
With DACA:
Able to
Legally Work

DACA* Opened a Door

- Dreamers with DACA* **have a renewable work** authorization that allows them to work
- You **do not have to sponsor** a DREAMer with DACA – can hire same as any U.S. Citizen
- **It is unlawful for you** to refuse to hire because of DACA or TPS**

**Deferred Action for Childhood Arrivals*

***Temporary Protected Status*

DREAMers'
Employment
Authorization
Card Includes
an SSN



Hire DREAMers webpage

<https://www.thedream.us/hire-dreamers/>

Overview

8 Reasons Why

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Fact Sheet and Guide for Employers



MEET AMERICA'S DREAMers: *THEY ARE DRIVEN, RESILIENT, AND READY TO MOVE OUR COUNTRY FORWARD*

About DREAMers and DACA

Who are the DREAMers?

DREAMers are undocumented immigrants who came to this country at a young age (their average age of arrival is 7 years old) and have grown up in America. They have attended our K-12 schools and colleges and are a part of our communities.

Are DREAMers able to legally work?

Yes. DREAMers with DACA (Deferred Action for Childhood Arrivals) have renewable two-year employment authorization documents ("work authorizations") that allow them to legally work. An employer does not have to sponsor a DREAMer with DACA - they can hire them just as they would any U.S. citizen. It is unlawful for an employer to refuse to hire a DREAMer with a valid work authorization because of their DACA status.



HIRING INDIVIDUALS WITH DACA OR TPS

An Employer's Guide to Hiring Individuals with DACA or TPS

As employers look to expand and diversify their workforces, a key emerging talent pool is that of college graduates who have DACA or TPS.



<https://www.thedream.us/hire-dreamers/resources/>

Poll Question: Test Your Knowledge

Question #3: Select the correct answer:

- a. Dreamers with DACA can only work if an employer offers sponsorship
- b. Dreamers with DACA can work but will need to renew their DACA every two years
- c. Dreamers who have DACA must wait to get a green card before they can work



CAREER
CONNECTIONS

A PROGRAM OF THE DREAM.US

What Will
DREAMers
Bring to Your
Workforce?

HOME IS HERE

DREAMers – Changing the Face of America



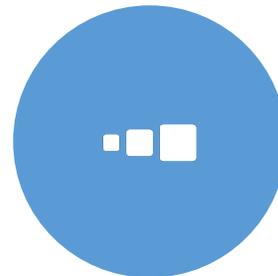
450,000+ DREAMers attending college
(2020)



91% of DACA recipients are employed



DACA recipients will contribute more than \$460 billion to the national GDP between 2017 and 2027



Over 75% of the top 25 Fortune 500 companies have DREAMers in their workforce

Businesses – Why Hire DREAMers?

“Dreamers have become essential contributors to American companies and the American economy”

Quotes from businesses that signed the Supreme Court Amicus Brief

“Dreamers bring diverse backgrounds and experiences to their workplaces, which bolster their colleagues’ creativity and innovation”

“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.”

Tim Cook,
Apple CEO



DREAMers As Employees: Entrepreneurial, Resilient, and Determined

“DREAMers are hard working Americans who will seize every opportunity to show our worth.

We have stellar records of achievement and incredible potential – ***all we need is an opportunity.***”

“The 478 DREAMers at Apple are members of our collective family.

With creativity and passion, they’ve made us a strong, more innovative American Company.”



Cesia Bulnes
Microsoft Program
Manager



Tim Cook
Apple CEO



How can you
access this
growing
talent pool?



What You Can Do to Hire DREAMers

- ❑ Proactively recruit and hire DREAMers through website, social media, and job fairs
- ❑ Ensure HR and hiring managers are informed of rights of DACA/TPS applicants and employees
- ❑ Audit applicant forms for unintended (and unlawful) disqualifications
- ❑ Advocate for Congress to pass legislation giving DREAMers the ability to stay and work in U.S.
- ❑ Advocate for DREAMers access to in-state tuition, state aid, and professional licenses

SCHOLARSHIPS FOR DREAMers



TheDream.US

Is providing scholarships to highly motivated DREAMers who have DACA, TPS or came to the country before November 1, 2014, and have significant financial need, academic promise, and the determination to succeed.

For More Information, visit:
www.TheDream.US



THE DREAM.US

BUILDING THE AMERICAN DREAM
ONE GRADUATE AT A TIME

Proactively Welcome DREAMers: Job Fairs, Blogs, Career Website Pages

 Microsoft | [Microsoft On the Issues](#) [The Official Microsoft Blog](#) [The AI Blog](#) [Transform](#)

Standing up for every Dreamer

Nov 8, 2019 | [Brad Smith - President](#)



THE DREAM.US



Welcome. Bienvenido. Karibu. We're here to help you achieve economic success and financial security.

DACA DREAMers

At BB&T, we celebrate the American dream of prosperity and success for people of all backgrounds. We seek to assist DACA (Deferred Access for Childhood Arrivals) recipients in every way that we can as they work for their future.

We welcome clients from a wide variety of countries and cultures who now call our community "home." As you work hard for the future, visit us today with your Employment Authorization Card and learn how you can:

- Open a checking account
- Plan to save for college
- Get resources on financial literacy

BB&T
Welcoming
Dreamers

Unintended Disqualification Due to Out-of-Date Forms

Does Not Include DACA/TPS Work Authorization

11:49

Schedule Details

CORNING Incorporated
CF Plus Video Room

9:30 AM - 3:55 PM EDT

C Incorporated

45 spots left
Duration: 7 minutes

PREREQUISITES

You don't meet all of the prerequisites!

- Work Authorizations
- U.S. Citizen, U.S. Permanent Resident

DESCRIPTION

Full time and Intern Engineering candidates

Leadership Development

Manufacturing Leadership Development

archJobs/job/USA---Pennsylvania---West-Point/Manufacturing-Leadership-Deve

OrgSync ePack IMLeagues Office 365 EA OmegaFi

The Immigration Reform & Control Act of 1986 requires us to employ only persons authorized to work in the US. Are you legally authorized to work in the US?

Yes

If you are a foreign national, will you now or in the future require sponsorship for an immigration related employment benefit? For purposes of this question "sponsorship for an immigration related employment benefit" means any type of work status, including but not limited to, F-1, 1B, O-1, TN, EAD cards." (Please seek the advice of your own legal counsel if you are uncertain whether you may need immigration sponsorship or desire clarification.)

select one

select one

Yes - I hold a temporary visa status that expires (or has expired), and I will require sponsorship now or in the future.

No - I hold a visa status that provides work authorization and will never require sponsorship.

N/A - I am a US citizen or US Resident (Green Card holder).

degree by the end of this academic year? *

major of study for your most recent degree *

DACA is not a VISA

Finding DREAMers



[Parker Dewey – TheDream.US Link](#)



[YUPRO - TheDream.US Link](#)



[Avenica – TheDream.US Link](#)



“I am now in a position that will enable me to contribute to the medical field and society at large.”

GRADUATE
ARIZONA STATE UNIVERSITY

Every DREAMer has a voice. And a bright future.
We can help you get a scholarship and the college
education you deserve. Visit www.thedream.us
or ask your counselor.



How to Be a DREAMer Friendly Environment

- Ensure hiring managers, legal and HR teams are informed of the rights of DACA/TPS applicants and employees
- Create a welcoming environment where diversity and inclusivity are appreciated, and hateful or discriminatory treatment or language are not tolerated
- Highlight your support of DREAMers via LinkedIn and other social media platforms, e-newsletters, and direct outreach
- Create an employee web page with information and resources for DACAmented employees
- Offer legal services and funds to help DREAMers renew their DACA status





85% of Americans believe that DREAMers should be able to stay and work this country.

“No society can truly flourish when a significant portion of its people feel threatened or unable to fulfill their potential. Nor can it prosper by excluding those who want to make positive contributions. This isn’t just a noble principle; it’s a base fact, borne out through our national history.”

CHARLES KOCH AND TIM COOK
CEO of Koch Industries and CEO of Apple