

AMERICA'S DREAMers: *WHAT YOU NEED TO KNOW ABOUT THIS GROWING DIVERSE TALENT POOL*

About DREAMers and DACA

- DREAMers are undocumented immigrants who came to the United States as children
- DREAMers with DACA (Deferred Action for Childhood Arrivals), are able to get two-year employment authorization documents (EAD or employment authorization) that allow them to legally work **without sponsorship**
- DACA-recipients work at 72% of the top 25 Fortune 500 companies—including Apple, General Motors, Amazon, JPMorgan Chase, Home Depot, Walmart and Wells Fargo
- 16,000 DACA recipients work in education, including thousands of K-12 teachers
- 27,000 DACA recipients work in health care, including as doctors and nurses

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 enjoined 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
- Regardless of the outcome of that case, it is expected that employers can still hire DACA recipients **without sponsorship** until their employment authorization expires



The benefits of DACAmended DREAMers in the workforce

A recent pro-DACA amicus brief to the Supreme Court filed by 143 business associations and companies included the following:

- “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”
- Dreamers “are qualified for the skilled labor jobs for which there is a severe shortage of workers”



What makes DREAMers good employees?

- “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”

- DACAmented DREAMers can legally work and are motivated to launch their careers, put their degrees to use, and contribute to the country they call home
- Despite facing challenges such as having no access to federal aid and limited access to state or institutional aid, many DREAMers have graduated from college, often compiling a stellar record while working to support their education and families
- DREAMers hold what companies seek in its employees – an ability to adapt, an eagerness to learn, and an incomparable motivation to succeed that is borne out of their own stories of perseverance and industry
- DREAMers are eager to find meaningful careers and contribute to the social and economic prosperity of our country



What can you do as an employer?

- You may legally hire or continue to employ DACA recipients who have current employment authorizations (indeed it is unlawful not to hire them based solely on their immigration status!). You do not need to provide sponsorship.
- If you are willing and able to provide sponsorship, doing so will allow a person with DACA to work beyond the expiration of their employment authorization
- Help your DACA employees by:
 - Providing funds for the renewal of their employment authorizations
 - Providing access to legal representation
- Your employees are your best spokespeople. Encourage your DACA employees to spread the word about career opportunities in your company to other DREAMers
- Help advocate for permanent protections for DACA recipients by
 - Issuing a pro-DACA public statement, and
 - Contacting your local Members of Congress calling for them to support legislation providing DREAMers with legal protections and a path to citizenship.