

Human Resource Forum

Undocumented and DACAmented Students

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Consideration for Deferred Action for Childhood Arrival (DACA)

- Visit US Citizenship and Immigration Services for full details
<https://www.uscis.gov/archive/consideration-deferred-action-childhood-arrivals-daca>
- Guidelines to request DACA:
 - Were under the age of 31 as of June 15, 2012;
 - Came to the United States before reaching your 16th birthday;
 - Have continuously resided in the United States since June 15, 2007, up to the present time;
 - Were physically present in the United States on June 15, 2012, and at the time of making your request for consideration of deferred action with USCIS;
 - Had no lawful status on June 15, 2012;
 - Are currently in school, have graduated or obtained a certificate of completion from high school, have obtained a general education development (GED) certificate, or are an honorably discharged veteran of the Coast Guard or Armed Forces of the United States; and
 - Have not been convicted of a felony, significant misdemeanor, or three or more other misdemeanors, and do not otherwise pose a threat to national security or public safety.
- Cost and Benefits:
 - \$495 for two years; 120 days to renew
 - Open bank accounts, rent housing and travel (including international travel)
 - Eligible for work authorization – Employment Authorization Document
- Updates via Immigrant Legal Resource Center ([link](#))
 - Effective immediately, no new applicants.
 - Renewal
 - Any individual who has DACA or was previously granted DACA can request a renewal. That means that student request to renew their DACA if:
 - Currently hold DACA
 - had DACA, but it expired, or
 - had DACA, but it was terminated by USCIS or ICE.
 - When does it end?
 - No set date
 - September 5th Federal Court Injunction – reopened acceptance of DACA renewals

Employment Authorization Document (EAD)

- US Citizenship and Immigration Services – [Employment Authorization Document](#)
- Do not ask about national origin and citizenship (i.e. federal protected groups); Inquire about Employment Authorization Document.
 - In most cases, DACAmented students will lead with this information. Additionally, most Undocumented students (who are aware of their status) will not request employment.
- Post all available positions on Jobs4Cats.
- Use HireRight for employment verification – provide list of documents that student can use to verify eligibility (include EAD on that list).

- At hire with Form I-9:
 - Save the date of expected renewal.
 - Request student to follow up within a month of EAD expiration.
 - Set reminder for one month prior to expiration to notify student to provide new EAD for verification and updating files.
- Separation (i.e. when work authorization expires or staff is terminated)
 - If employee is no longer eligible, then separate; students can only be employed for the length of their EAD.
 - Students cannot be overlooked if eligible and qualified, regardless of expiration date of EAD.
- Cultural and Social Immersion – International Students

RESOURCES FOR UNDOCUMENTED & DACAMENTED STUDENTS

- **Resource Page for Undocumented & DACamented Student (clearinghouse)**
www.sdi.txstate.edu/UndocumentedStudents (all information listed below can be found here)
- **SCOPE - Student Community of Progressive Empowerment**
 Registered Student Organization
scope00005@gmail.com @SCOPETXST
- **In Limbo: Dilemmas Faced by Undocumented & DACamented Students**
 3-hour training via Professional Development or by request
- **DREAMer Safe Office Program**
 50% or more of full-time employees (FTE) who completed training and sign contract
- **Diversity Connections**
 Directory and Profile System for students to connect with TXST Faculty and Staff
- **Counseling Center – Undocumented Student Group**
 Wednesdays from 5:30 PM to 6:30 PM | Students do not need to register with CC
 Contact Dr. Joanne Salas (Licensed Psychologist) at 512-245-2208
- **List of Immigration Attorneys and Organizations – resource page**
- **Attorney for Students - Pro Bono Days**
 Immigration Consultations
 April 18, 2018 from 8:30 AM – 4:00 PM | 25-Minute Sessions
- **Scholarships & Funding**

Hispanic Policy Network	Honors College Scholarship
Merry Kone FitzPatrick Endowed Scholarship	LBJ Achievement Scholarship
Leadership Conference Scholarship	

Texas High School graduates qualifying for state residency under Education Code Sections 54.052 & 54.053 (formerly House Bill 1403/Senate Bill 1528) are eligible to apply for state financial aid as well as pay in-state tuition at public colleges and universities.

Texas Application For State Aid (TASFA)

Texas Grant

Texas Publication Education Grant