



Career Advice for Students who are Undocumented

This is a list of potentially helpful resources. *We encourage you to contact the Committee Members who created this document to receive advice on your specific situation.*

For students with DACA:

1) If you have DACA, you can be hired by employers as long as your DACA is current and the employer does not require U.S citizenship or Permanent Residency.

See these links for employment information regarding DACA:

<https://www.thedream.us/wp-content/uploads/2019/08/TheDream.US-Employment-Guide-for-DREAMers.pdf>

<https://careerservices.upenn.edu/employers-interested-in-hiring-daca-students/>

2) In case you are not able to renew your DACA, start making a plan for how to move forward. Seek out advice and resources.

For students without DACA:

1) If you do not have DACA, or your DACA will expire and you are not able to renew, you are NOT eligible to be legally hired by employers.

2) Your career options could include:

2a. Starting a business to serve the public directly or to contract your work to a company

- Student Legal Services at CSU can advise on how to start a Limited Liability Company (LLC)
- 2b. Joining a Worker Co-op; This is a business comprised of members who are both workers and owners of the business. Members can control the structure and practices of the work environment.

For more information on all these options, see <https://immigrantsrising.org>

3) Possible ways to prepare for your career while you are at CSU:

- CSU's Institute for Entrepreneurship – programs designed for developing businesses – open to all majors. See <https://biz.colostate.edu/resources/centers-institutes/entrepreneurship>
- Consider pursuing an *Entrepreneurship Minor* : <https://biz.colostate.edu/academics/undergraduate-programs/entrepreneurship-minor>
- *Entrepreneurship Certificate* - open to all students: <https://catalog.colostate.edu/general-catalog/colleges/business/management/certificate-entrepreneurship/>
- *Business Minor* is very heavily entrepreneurship focus: <https://biz.colostate.edu/academics/undergraduate-programs/business-minor/curriculum>
- Consider taking other courses with an entrepreneurship focus that are not restricted by majors or minors. Examples include: ECON 202, BUS 220, ECON 204, MGT 305, AREC 224
- Consider finding a business partner with a complimentary skill set.
- Professional Licenses: A bill was passed in Colorado in 2021 to allow people who are undocumented to obtain professional licenses if they meet all other criteria: <https://leg.colorado.gov/bills/sb21-077>
To see a list of professions requiring licenses in Colorado, see this link: <https://data.colorado.gov/Regulations/Professional-and-Occupational-License-Types-in-Col/349y-twqi>
- Inclusive Career Fellowship Program – professional development fellowship open to students regardless of citizenship – opportunity for students to receive financial distribution for career learning – could help with students who must complete internships to graduate – Contact amy.cailene@colostate.edu for more information.
- Schedule an appointment with a Career Educator <https://colostate.joinhandshake.com/login>

- See Career Center website entrepreneurship resources by going to <https://career.colostate.edu/> and typing DACA or Undocumented in search bar
- 4) University-wide support for Students who are Undocumented:
 - For resources, campus advocates, legal updates, and more: <https://undocumented.colostate.edu/>
 - 5) Additional Community Learning Options:
 - Larimer Small Business Development Center – Entrepreneurship classes open to undocumented w/o DACA; one-on-one advising open to those with DACA <https://larimersbdc.org/>
 - 6) Networking ideas to build your business:
 - For networking in areas of interest: https://www.meetup.com/cities/us/co/fort_collins/
 - Innosphere – Fort Collins based organization focused on STEM/Tech start-ups: <https://innosphereventures.org/>
 - Fort Collins Start-Up Week (late February each year)
 - Built in Colorado website for start-ups and tech : <https://www.builtincolorado.com/>
 - 7) Graduate School Advice and Advice for Undergrads who are Undocumented:
<https://mydocumentedlife.org>

8) Committee Members who helped create this document/ We welcome your inquiries so that we can further support you!

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9) Alumni who are Undocumented share their stories / They invite students to contact them for mentorship and support: Please contact amy.cailene@colostate.edu if you would like to connect with one of these mentors.

Advice from Alumnus A:

Resiliency and support are the words I think of when I think about my success post-graduation. Throughout all of undergrad, I went through various challenges. For example, being a first generation undocumented student in a predominantly white institution. This was by far the greatest challenge I encountered during my times at CSU. I would not have been able to cross that stage if it wasn't for the resiliency that I have. No matter how hard situations get, I always know that I am going to get through them because I am confident in my resiliency and strength. The other biggest thing I had throughout these times that helped me through these challenges were the supports that I gained throughout undergrad. Aside from my wonderful family and friends, I seeked out other

supports that were closer to me and part of the CSU community. Some of those supporters were the Dreamers United group members, my sorority sisters, my classmates, and the wonderful people that work at the Career Center. All the support that I gained helped me tremendously throughout my undergrad and I wouldn't be where I am today if it weren't for them.

Advice from Alumnus B:

I don't have DACA and by not putting more obstacles on myself and by having the determination to not go work at previous jobs I had (after I had worked so hard for 4 years to start my career) is what led to my success after graduation. However, I was not able to do this alone. I received a lot of assistance from faculty mentors and individuals who cared about my success after college. Not having DACA is hard and still is, but thanks to the help received by mentors, I was able to open up an LLC to start working as a contractor. Shortly after graduation, I interviewed for jobs and got hired onto my first choice. My advice to you is DO NOT hesitate to ask for help. Let your faculty and mentors know where you stand. They will do everything they can to assist in your college success. You need to speak up for yourself because they won't know how or where to help if you don't tell them. Last advice is do not put more barriers on yourself. Negative self-talk is diminishing, and it stops you from reaching your biggest potential. Know you are capable and know you CAN do this, don't give up because there is always a way.

Advice from Alumnus C:

My success post grad came from the curiosity and drive to find out more about the field that I was passionate about. No matter what field you go into every position is going to be different. Starting my senior year of high school I began to ask questions to career counselors "how do I know what I'm signing up for?" They all said informational interviews. Reach out to people on LinkedIn and ask can I have 15 minutes of your time? Ask questions about the company, the field, the jobs, why they love it and especially why they hate it! 99% of the time people will say yes! It's the initiative and drive to know more that will lead to you finding a solid place to be and you never know some of them may have positions! The other driving success is reoccurring mentorship! Find someone you trust, who you can check in with every week about resume, next steps professionalism and any

questions you may have. It's important to spend a little time every week really honing in on what YOU want, not the job, not the position but what life you want to live and how you are going to achieve that! Even being undocumented we can live great and happy lives it just takes some hard work to get there and we know that well!