

A PORTRAIT OF DEFERRED ACTION FOR CHILDHOOD ARRIVALS RECIPIENTS

Challenges and Opportunities Three-Years Later

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United We Dream®

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Credit and Acknowledgements

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Executive summary

On August 15, 2012, undocumented youth began the process of applying for the Deferred Action for Childhood Arrivals (DACA) program that was announced by President Barack Obama just three months prior.¹ Since then, DACA has allowed hundreds of thousands of undocumented immigrant youth to apply for temporary deferrals of deportations and work permits. Three years later, immigrant youth and their families are still profoundly affected by DACA – a program that was won following months of organizing by undocumented youth that often risked deportation as a consequence of their advocacy.²

Numerous studies have illustrated the impact DACA has had on the lives of undocumented youth – including employment, education, health, etc. Following these studies, the United We Dream Network (UWD) conducted a national survey of DACA recipients to better understand the lives of undocumented youth after three-years of the program.

UWD is the largest immigrant youth led network in the United States with 53 local groups, 120,000 members, and an online reach of nearly 2 million people. To date, UWD, along with other national partners, have educated over 100,000 people about DACA and have helped more than 25,000 people apply for the program through the Own the Dream (OTD) program.³ Through this program, UWD has connected the expertise of national legal partners with the innovation, expertise, and cultural responsiveness of immigrant youth organizations throughout the country. Through OTD, the survey was able to hear the experiences of a large number of undocumented immigrant youth with DACA.

About the Survey

This United We Dream survey was conducted using the online service Qualtrix in June 2015. In total, 2363 responses were recorded. The survey included some checks to make sure that the responses were not duplicates or coming from non-DACA recipients. The survey included validation questions about a respondent's immigration history. Each of the responses were checked to make sure that they were valid and had internal consistency based on the validation questions asked. In addition, the online platform used to run the survey also prevented multiple responses from any single internet protocol address to prevent "ballot stuffing." Of the total responses, we can be confident that 1759 responses were from DACA recipients.

The survey was sent out using United We Dream's DACA Renewal Network email list and was augmented using Facebook and Twitter posts as well as a peer-to-peer sharing strategy. This report presents some of the findings from the survey. To request complete results, please contact United We Dream.

The results of this survey add to the growing body of research about DACA that will help UWD and other organizations better understand the lives of undocumented immigrant youth and their families.

Some of the findings of the survey indicate:

- A regular gender imbalance in this and similar surveys of DACA recipients.
- There is a large community of lesbian, gay, bisexual, transgender, and queer (LGBTQ) DACA recipients that face added barriers of discrimination due to their identities.
- DACA recipients live with families with a wide range of immigration statuses.
- Although DACA recipients have been able to get more jobs, a lot of people still have trouble making ends meet.
- DACA recipients take a prominent economic and social role in their family.
- After DACA, a large percentage of undocumented youth have been able to get new and higher paying jobs, buy their first car, purchase health insurance, pursue educational opportunities, and become more financially independent.

While our survey shows that DACA is having a positive impact on many undocumented immigrant youth, it is still not enough. DACA recipients have taken on greater economic and social responsibilities for their families. They do all of this while still struggling to find economic opportunities and the tools and information they need to navigate health care, work, financial, and educational institutions.

Immigrant youth need more than DACA to succeed. Policy makers need to think creatively of how to invest in DACA recipients and immigrant youth broadly, this means including them in adequate social insurance programs, boosting wages, and creating viable workforce development and education benefits that lead to good jobs and good wages.

Investing in immigrant youth must be a key priority in order to achieve inclusive prosperity and economic justice for immigrant communities and the country as a whole.

The current landscape of Deferred Action for Childhood Arrivals

Since implementation in August 2012, the DACA program has given a large number of undocumented immigrant youth a two-year reprieve from deportation and temporary work permits.⁴ Administered by the U.S. Citizenship and Immigration Services (USCIS) under the Department of Homeland Security (DHS), to qualify for DACA, undocumented young people must meet a host of requirements.⁴

Deferred Action for Childhood Arrivals⁶

To be eligible for DACA, an undocumented immigrant must have:

- Passed a background check
- Been born on or after June 16, 1981
- Come to the United States before their 16th birthday
- Not have lawful immigration status and be at least 15 years old
- Continuously lived in the United States since June 15, 2007
- Been present in the country on June 15, 2012, and on every day since August 15, 2012
- Graduated high school or obtained a GED certificate. Otherwise, he or she must be an honorably discharged veteran of the Coast Guard or armed forces or currently attend school on the date he or she submits the application for deferred action
- Not been convicted of a felony offense
- Not been convicted of a significant misdemeanor offense or three or more misdemeanor offenses
- Not posed or pose a threat to national security or public safety

In addition to the requirements listed above, undocumented youth must pay \$465 for filing fees and fees for biometric services, including fingerprints and photos.

Collectively, these young people and their families have paid more than \$420 million in fees for DACA.⁷

According to the Migration Policy Institute, approximately 1.2 million undocumented youth were immediately DACA eligible as of 2013.⁸ An additional 402,000 people meet the age, age-at arrival, and year of arrival requirements for DACA, but do not meet the necessary educational requirements. Another 423,000 people will “age into” DACA when they turn 15 and meet all of the other requirements.⁹

In 2014, undocumented young people that received their DACA in 2012 began the process of renewal following the end of the initial temporary two-year deferral from deportation and work authorization.¹⁰

To date, USCIS has accepted more than 770,000 applications for DACA. As of June, 2015, 681,345 undocumented young people have received a work permit and relief from deportation.¹¹ Accordingly, 377,767 of undocumented youth with DACA have successfully renewed and hundreds of thousands of people are still waiting for their renewal acceptance or will begin the renewal process this year.¹²

There are a number of reasons why eligible undocumented youth may not have applied for DACA. The largest barrier consistently indicated is the program's application fee which is too steep for many individual-sand families, especially if many family members can qualify.¹³ Additionally, many people fear they cannot qualify due to their criminal history. For others, educational requirements are roadblock for those who could not complete their high school education.¹⁴

681,345
DACA
recipients

377,767
Successful
renewals

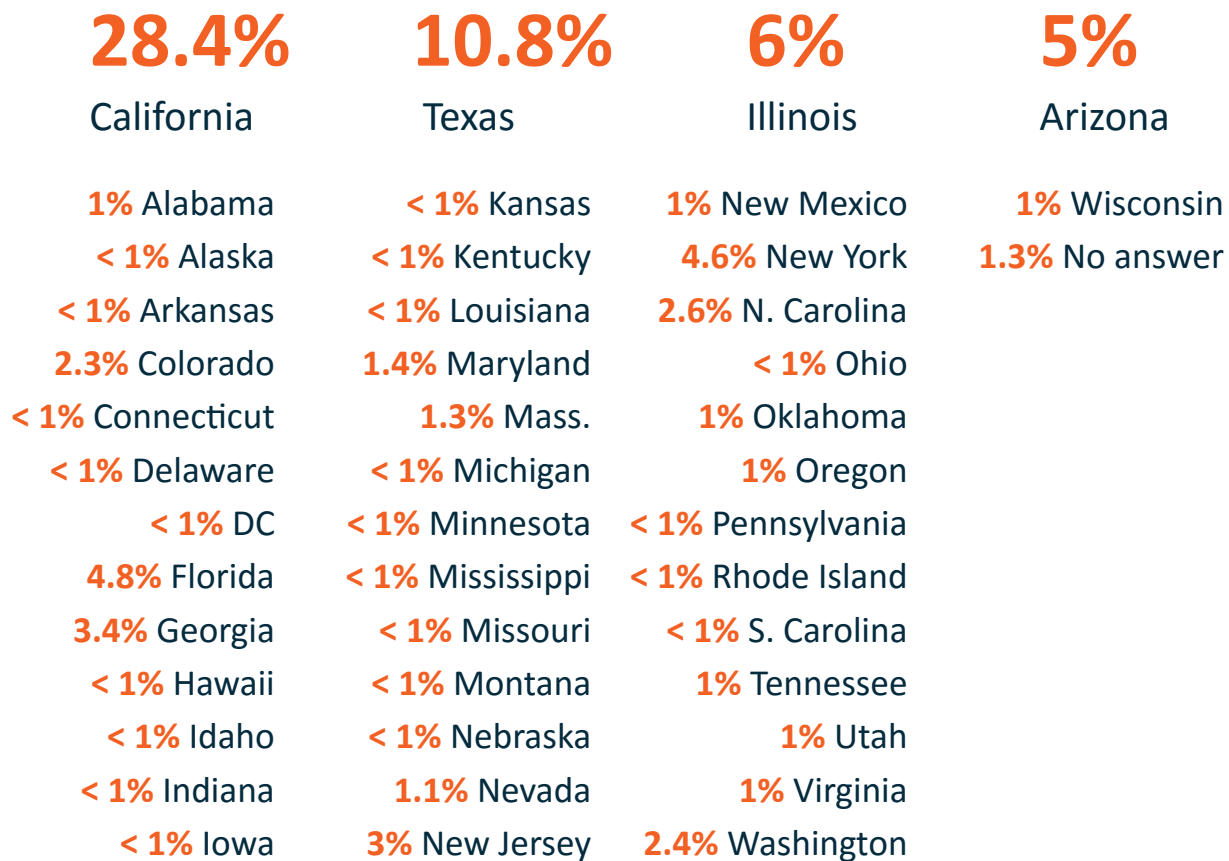
A snapshot of DACA recipients

Already we have seen the extensive impact that DACA has had on undocumented immigrant youth and their families. The following sections of this report describe some of the findings of UWD’s national survey of DACA recipients. This survey is one of the largest conducted of this population to date and can help provide better understanding of how national immigration initiatives can impact on the lives of immigrant communities.

State of residency

The largest share of survey respondents came from states with large immigrant populations. This is similar to national estimates regarding the overall undocumented population - California is home to a little over a quarter of the total undocumented population, while Texas has 12 percent, Illinois has close to 5 percent, and Arizona has nearly 2.5 percent.¹⁵

FIGURE 1
Survey respondents by state of residence



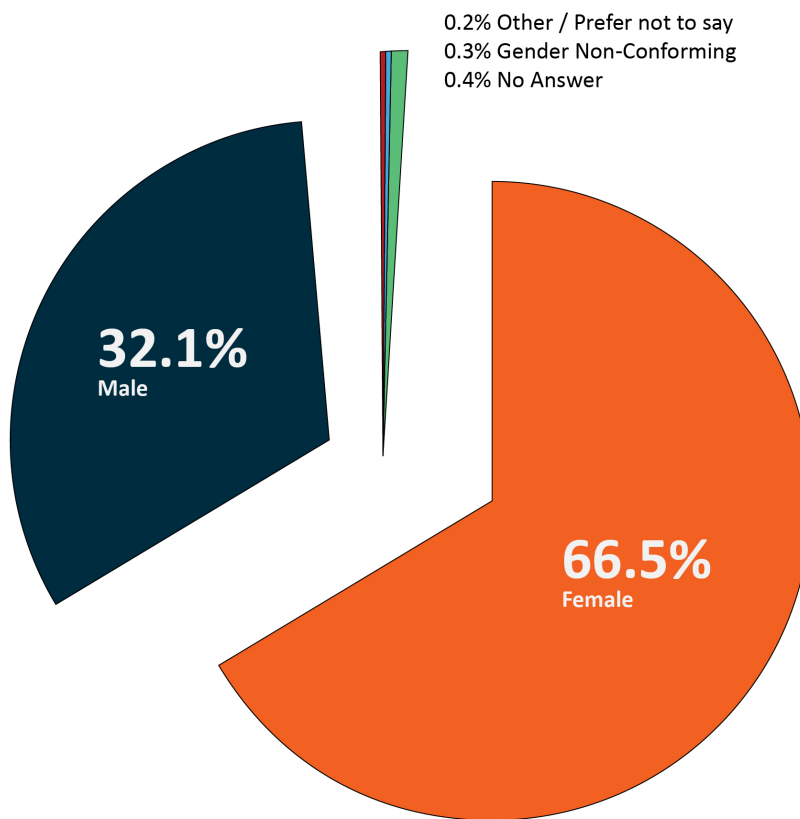
Source: UWD Survey of DACA Recipients, June 2015

The survey also shows a significant number of survey respondents live outside of those states with a large number residing in Southern states. This is reflective of the tremendous increase in the undocumented population in Southern states over the past decade.¹⁶ This growth, however, is coming at a time when many of these states have implemented significant restrictions for undocumented immigrants. For example, Georgia denies enrollment to all undocumented immigrants at public colleges and universities in the state.¹⁷

Demographics

DACA applicants have consistently split evenly between men and women. A recent estimate found that 51 percent of DACA applicants were female and 49 percent were male.¹⁸ Despite this split, data also show that the balance between males and females in the foreign born non-citizen population is actually tilted in the opposite direction.¹⁹ Generally, this population tends to be more male.²⁰ However, like other similar surveys, a large proportion of survey respondents, over 66 percent, identified as female.

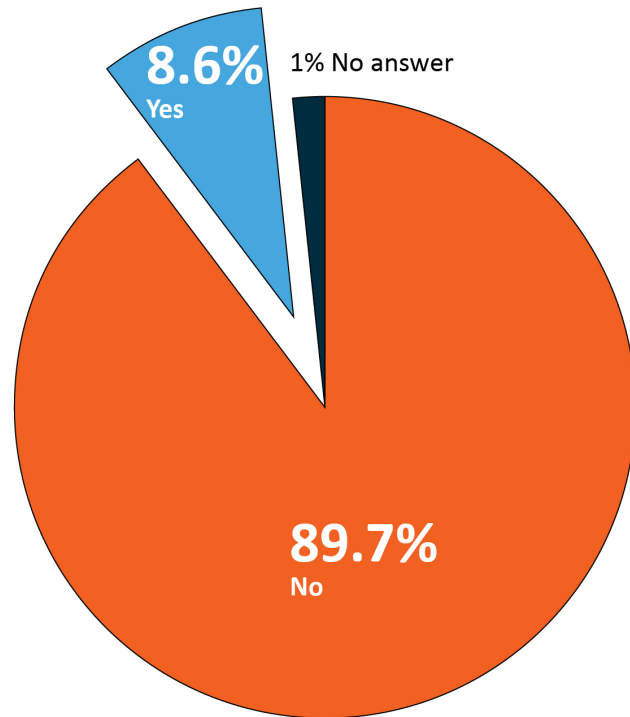
FIGURE 2
Survey respondents by gender



Source: UWD Survey of DACA Recipients, June 2015

Similarly, the survey had a large proportion of undocumented young people that identified as LGBTQ. Nationally, an estimated 3.4 percent of people of all ages in the country identify as LGBTQ – while an estimated 6.4 percent of those ages 18 to 29 identify as LGBTQ.²¹ However, 8.6 percent of our survey respondents identified as LGBTQ, a rate higher than the national average and higher for the 18 to 29 age group.

FIGURE 3
Survey respondents by LGBTQ identity

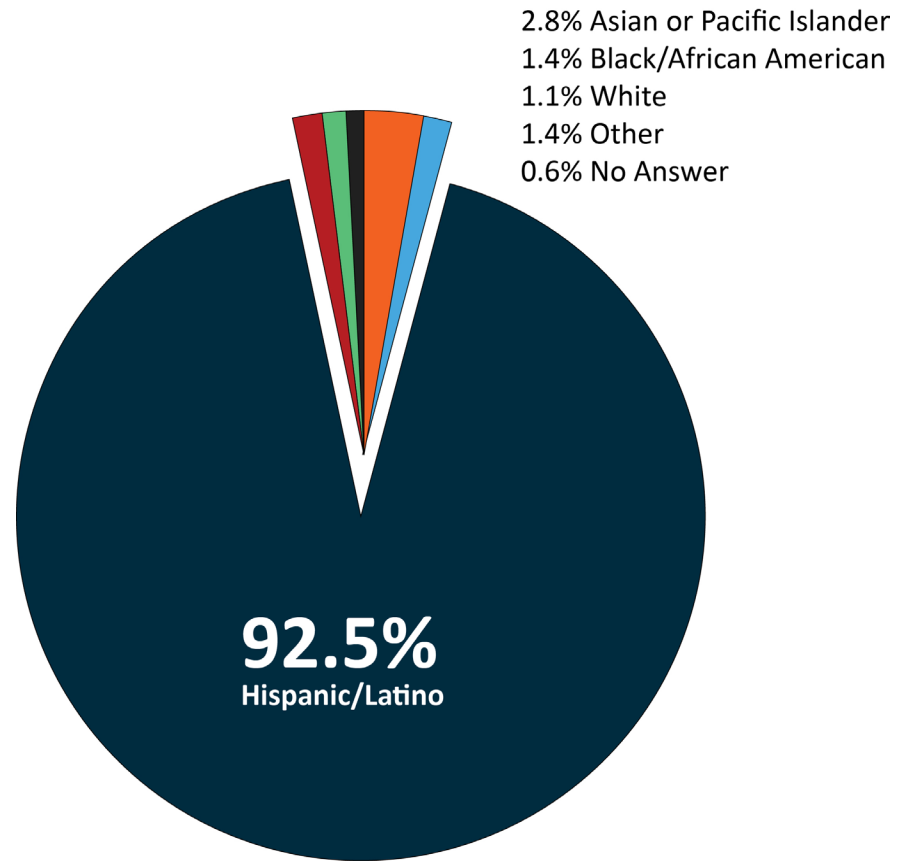


Source: UWD Survey of DACA Recipients, June 2015

These findings are consistent with a report by the Williams Institute that found that there are over 267,000 LGBTQ undocumented adults in the country.²² The survey's high rate of LGBTQ respondents could be due to UWD's large engagement with this community. Indeed, undocumented LGBTQ young people have consistently taken a prominent role in the immigrant rights movement.²³

Our survey respondents also overwhelmingly identified as Hispanic/Latino – these survey respondents represented 19 different countries in Latin America. Of the survey respondents that identified as Hispanic/Latino, over 82 percent of them were born in Mexico while those born in South America made up 8.4 percent and Central Americans made up 6.9 percent.

FIGURE 4
Survey respondents by race and ethnicity



Source: UWD Survey of DACA Recipients, June 2015

In the survey, Mexicans made up 78 percent of total survey respondents. This is consistent with USCIS data that indicates that Mexicans make up slightly over 77 percent of all DACA recipients.²⁴ While the survey data is consistent with other such studies, the results point to a greater need to engage undocumented immigrant youth that do not identify as Hispanic/Latino. USCIS data show that Asian and Pacific Islander undocumented immigrants have not applied to DACA at the same rates as their Hispanic/Latino counterparts.²⁵

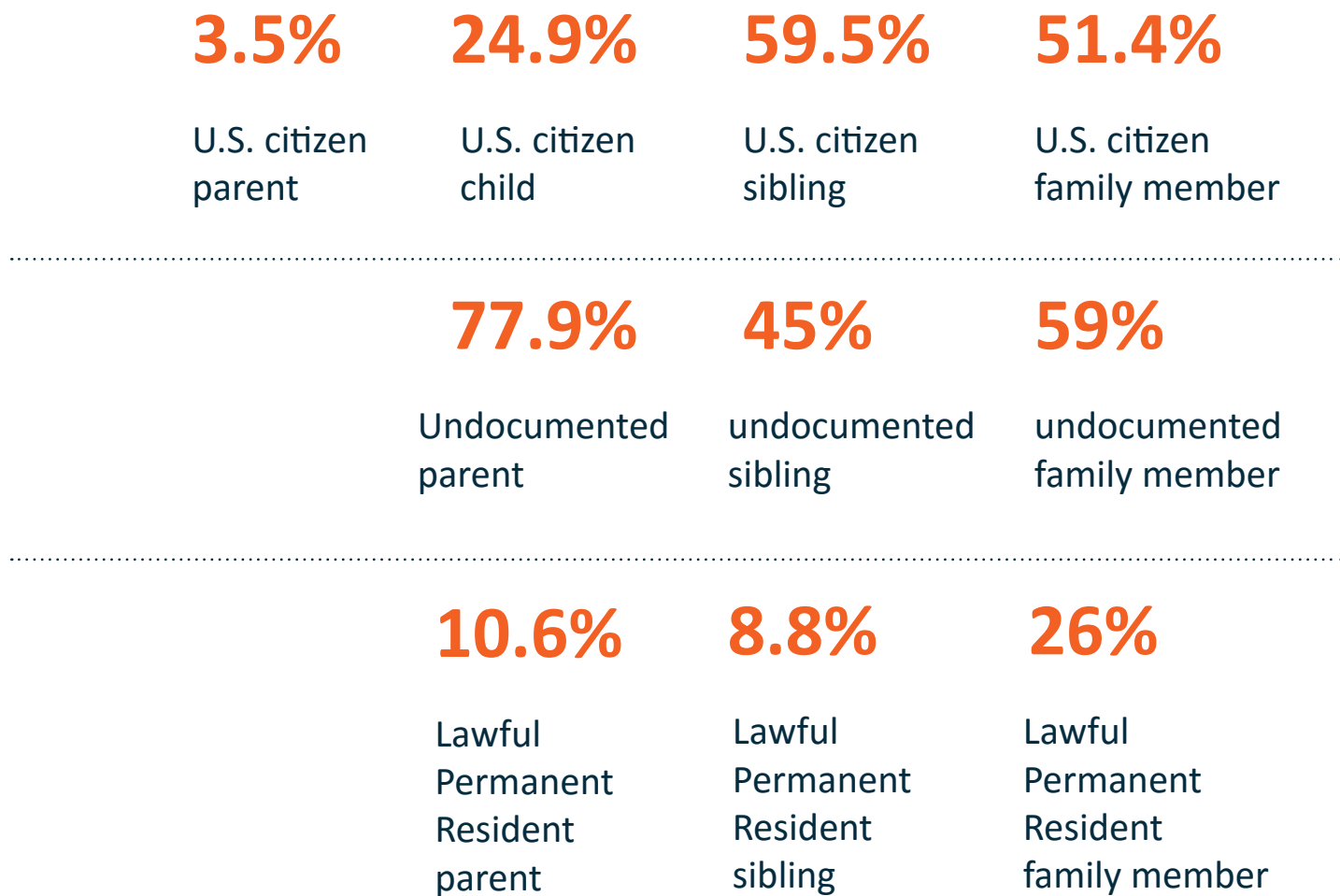
Family Structure

The survey indicates that DACA recipients live with families who have a wide range of immigration statuses. Similar surveys and experiences from the field have shown that the undocumented experience varies from family to family and that there are a large percentage of DACA recipients with parents, siblings, and children with different immigration statuses.²⁶

These findings suggests that DACA recipients could be greatly affected by the implementation of the new Deferred Action for Parents of Americans, a program announced by President Obama in November 2014 but which is under a temporary injunction by the 5th Circuit Court.²⁷ Indeed, another recent survey found that close to 40 percent of DACA recipients' parents could qualify for DAPA.²⁸

FIGURE 5

Percent of survey respondents with family members with the following immigration statuses

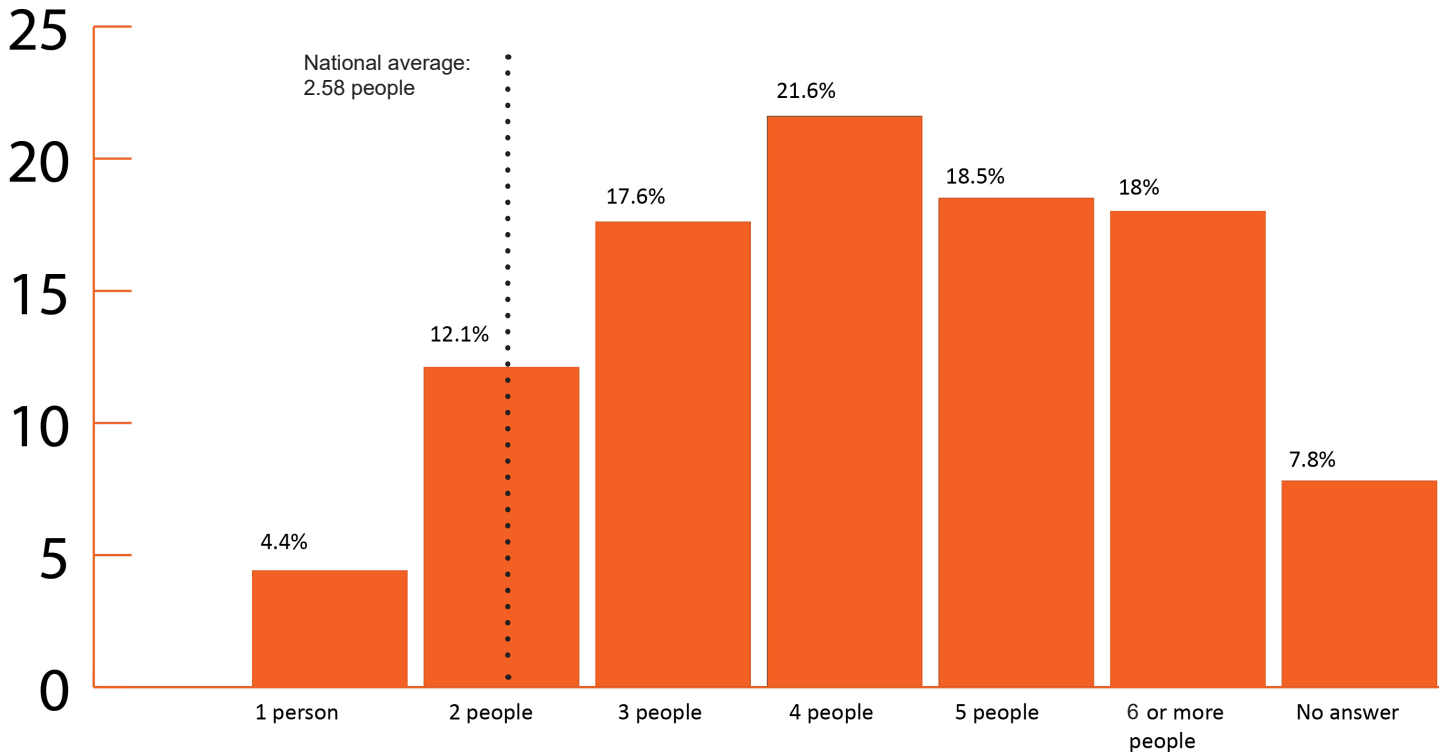


Source: UWD Survey of DACA Recipients, June 2015

The survey also reveals that a large percentage of DACA recipients are already parents of U.S. citizen children. A quarter of survey respondents said they were the parent of a U.S. citizen child. Although the survey did not ask about their role as parents, consistent research shows that U.S. citizen children of undocumented parents could face enormous educational, health, and economic challenges because of their parents' immigration status.²⁹

In addition to the wide range of immigration statuses, over 57 percent of survey respondents indicated that they live in a household of 4 or more people. The average number of people living in a survey respondents home is 4.1 people - including the survey respondent.

FIGURE 6
Survey respondents by size of household



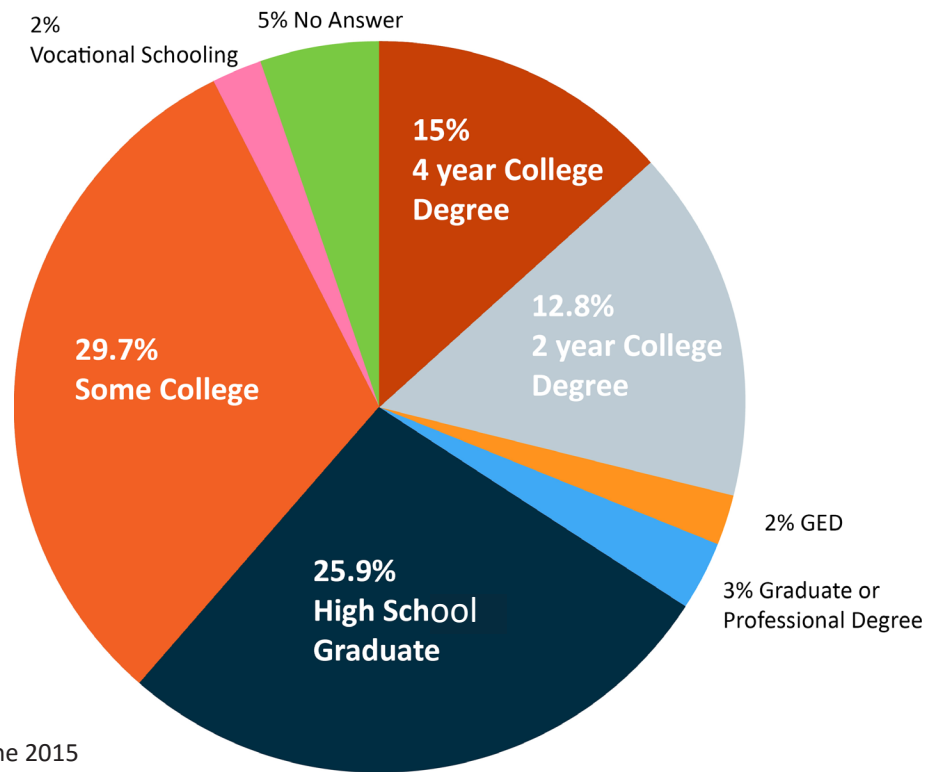
Source: UWD Survey of DACA Recipients, June 2015

Educational attainment

In 1982, the Supreme Court in *Plyler v. Doe* decided that all students, regardless of their immigration status, were guaranteed a K-12 education.³⁰ However, the court did not establish a guarantee to a postsecondary education. Instead of a uniform national policy to allow equal access to postsecondary education, undocumented students, including DACA recipients, must navigate a web of federal, state, and postsecondary institution policies.³¹

The most recent estimate indicates that each year, around 65,000 undocumented students graduate from high school.³² The web of complex policies for undocumented students coincides with inadequate information from high schools and postsecondary institutions, high levels of poverty, a fear of sharing immigration status, unanticipated cost increases for higher education, and the need to work to pay tuition—all of which create a situation where hundreds of thousands of undocumented students are left without a clear pathway towards higher education.³³

FIGURE 7
Survey respondents by highest level of education completed



Source: UWD Survey of DACA Recipients, June 2015

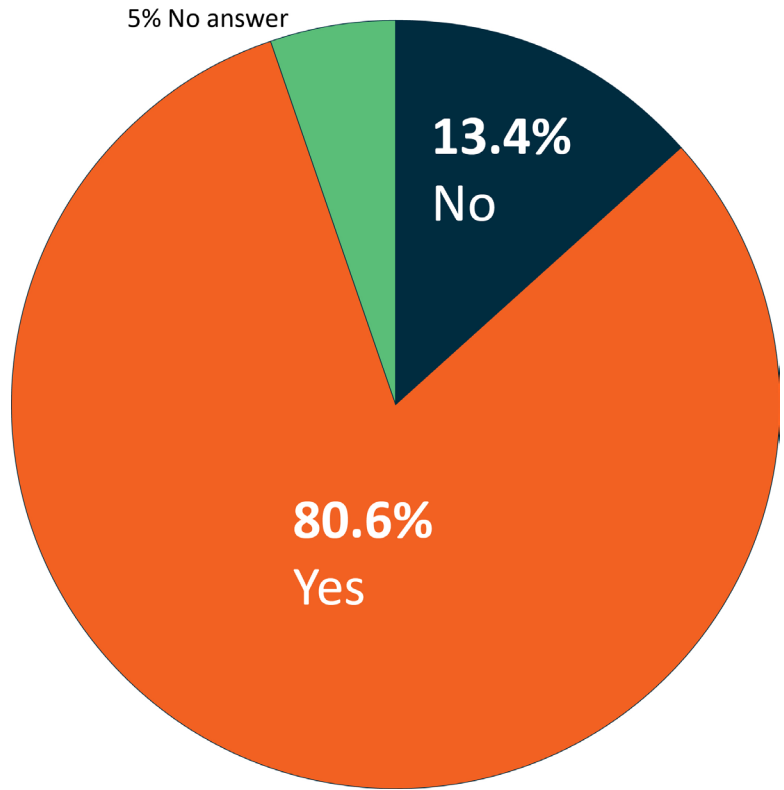
Despite these challenges, many DACA recipients are still finding their way through a postsecondary education. Survey respondents displayed a high rate of two-year and four-year postsecondary school completion, at 27.8 percent. This high rate of completion is not typical for the wider DACA population. An estimate by the Migration Policy Institute found that around 8 percent of those immediately eligible for DACA in 2012 had completed an associate’s, bachelor’s, or advanced degree.³⁴ The survey respondent’s high rate of postsecondary education completion can be an indication of UWD’s strength in engaging undocumented immigrant youth that are on the track towards higher education.

Much research has been done on the positive effects DACA can have on the educational attainment of undocumented immigrant youth.³⁵ The survey indicated that since they received DACA, 30 percent of survey respondents returned to school. This is consistent with other surveys that have shown that DACA can help ease some of the financial and legal burdens that undocumented immigrant youth face when pursuing higher education.³⁶

Employment and career aspirations

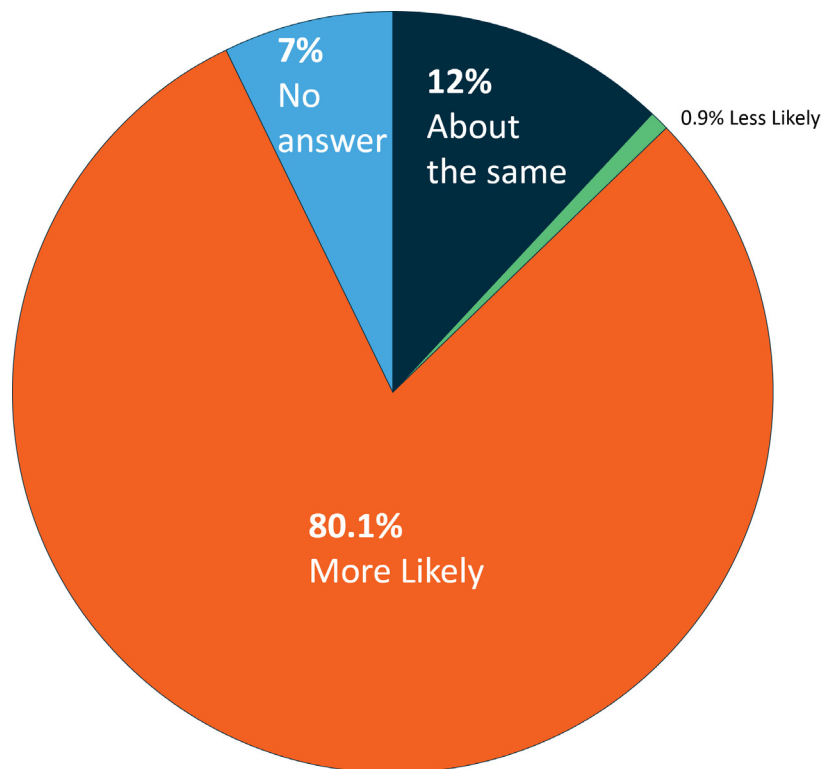
The survey found that DACA recipients are participating in the labor force in large numbers. Over 80 percent of survey respondents are currently employed. Additionally, over 80 percent of survey respondents indicated that since DACA, they feel like they are more likely to achieve their career goals. These results indicate that DACA allows undocumented young people to get jobs that better match their skills and training.³⁷

FIGURE 8
Survey respondents by employment



Source: UWD Survey of DACA Recipients, June 2015

FIGURE 9
How likely survey respondents feel they can achieve their career goals since DACA



Source: UWD Survey of DACA Recipients, June 2015

Despite these benefits, the survey revealed that respondents still face many barriers in the workplace. Over 85 percent of survey respondents felt that they've been held back from their career goals because of their immigration status and more than a quarter of survey respondents have felt discrimination in the workplace because of their immigration status.

FIGURE 10

Lack of progress and discrimination in the workplace based on immigration status

85.6%

of survey respondents felt that they have been held back from their career goals because of their immigration status

26.4%

of survey respondents felt that they have been discriminated against in their workplace because of their immigration status

Source: UWD Survey of DACA Recipients, June 2015

This discrimination was especially pronounced for the large number of survey respondents that identified as LGBTQ. Research from the Williams Institute shows that LGBTQ people nationally continue to report high levels of discrimination in the workplace; this survey indicated a similar result.³⁸ Of the survey respondents that identified as LGBTQ, nearly 20 percent expressed that they have felt discrimination in the workplace because of their sexual orientation or gender identity and 20 percent said they felt that they have been passed over for a job because of their sexual orientation or gender identity.

FIGURE 11
Discrimination in the workplace for LGBTQ survey respondents

19.7%

of LGBTQ survey respondents felt that they have been discriminated against in their workplace because of their sexual orientation or gender identity

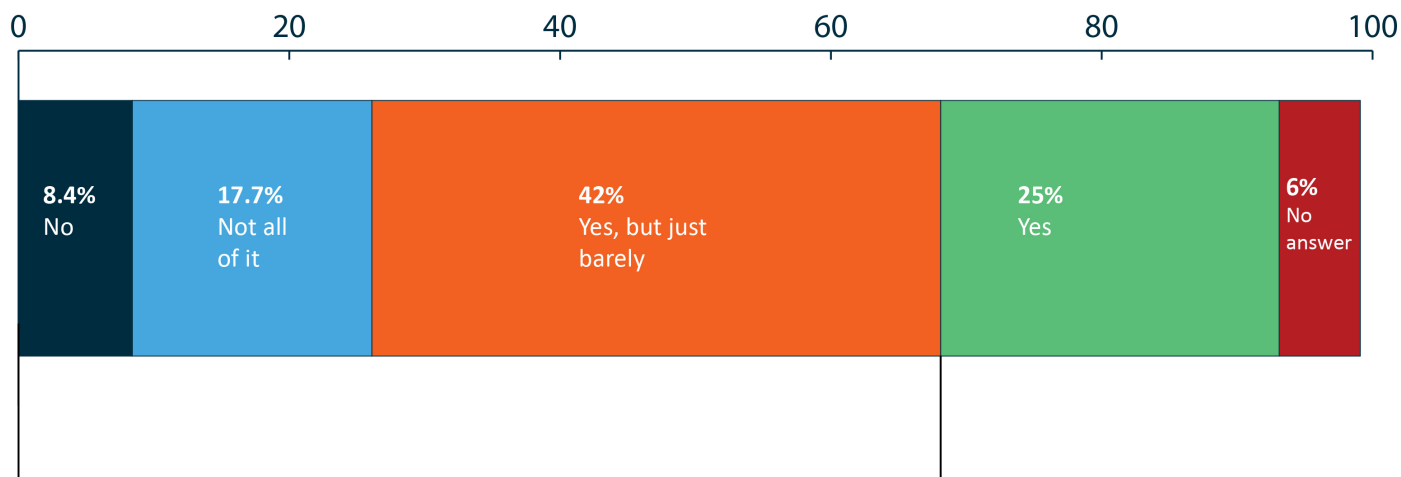
20%

of LGBTQ survey respondents felt that they have been passed over for a job because of their sexual orientation or gender identity

Source: UWD Survey of DACA Recipients, June 2015

Survey respondents also displayed a high rate of financial instability. Only a quarter of survey respondents felt like their personal income is able to cover their monthly expenses. Although this rate is high, overall, 68 percent of Millennials – those between the ages of 18 to 34 – nationally say that it has become harder for them to make ends meet.³⁹

FIGURE 12
Survey respondents reported high levels of financial instability -
Is your personal income enough to meet all of your monthly bills and expenses?



Nearly 70% did not have enough income to meet their monthly bills or expenses or could just barely meet them

Source: UWD Survey of DACA Recipients, June 2015

In addition to their current employment, the survey asked respondents about their future career aspirations. Survey respondents selected the career they envision for themselves among different categories of employment type.

The results show that more than one-fifth of survey respondents envision a career in the health care field. Indeed, a large percent of survey respondents said that they envision a career involving science, technology, engineering, or mathematics (STEM). This corresponds to previous research of undocumented undergraduates that indicated that more than 28 percent of these students are currently pursuing a STEM degree.⁴⁰ Additionally, the second highest career envisioned is in the business and financial sector. Research shows that over 10 percent of undocumented undergraduates are pursuing a degree in business.⁴¹

FIGURE 13
Career envisioned by survey respondents

- 4.7% Architecture and Engineering
- 4.7% Arts, Design, Entertainment, Sports, and Media
- < 1% Building and Grounds Cleaning and Maintenance
- 14% Business and Financial
- 6.5% Community and Social Service (ex. Social Worker, Clergy, Community Organizer)
- 6.5% Computer and Mathematical (ex. computer tech, Software Developer)
- 1% Construction and Extraction
- 9.2% Education, Training, and Library
- < 1% Farming, Fishing, and Forestry
- 1% Food Preparation and Serving Related
- 22.5% Healthcare Field (ex. Dentist, Pharmacist, Nurse)
- 1% Installation, Maintenance, and Repair
- 4.3% Legal (ex. Lawyer, Paralegal)
- 5.7% Life, Physical, and Social Science (ex. Scientist, Psychologist, Urban Planner)
- 2% Management (ex. Politician, Chief Executive)
- 3% Office and Administrative Support
- 1% Personal Care and Service (ex. Hairdressers, Travel Guides, Hospitality)
- < 1% Production Occupations (ex. Factory Worker, Butcher, Tailor)
- 1.8% Protective Service (ex. Firefighter, Police/Law Enforcement)
- 1% Sales and Related Occupations
- 1% Transportation and Material Moving
- 6% No answer

Source: UWD Survey of DACA Recipients, June 2015

Role in the family

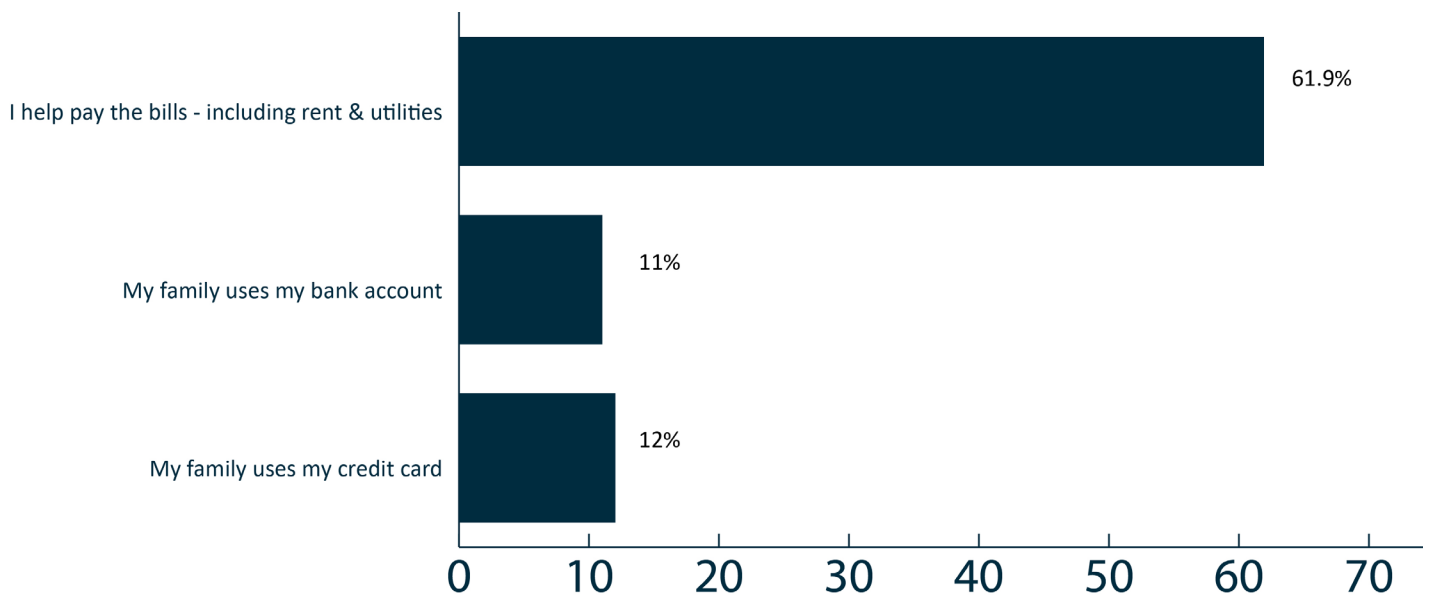
The survey results highlight the enormous responsibilities DACA recipients have in their overall family and household. Unsurprisingly, they are a huge source of information and resources for their family. The results suggest that young people, especially those with lived experience of being undocumented, could be the best way to get information to immigrant communities.

It also means that DACA recipients must have greater tools and information to take on such an important role in their family. Greater access to financial literacy and workforce development programs will lead to better outcomes for immigrant youth and their families.

Finances

Close to 62 percent of DACA recipients reported helping their family pay the bills - including rent and utilities. In many families, DACA recipients are often the only person with a work permit, which means many of them must help their family financially.⁴² They not only care for themselves, but their family's financial obligations as well.

FIGURE 14
Survey respondents handle many financial obligations for their families



Source: UWD Survey of DACA Recipients, June 2015

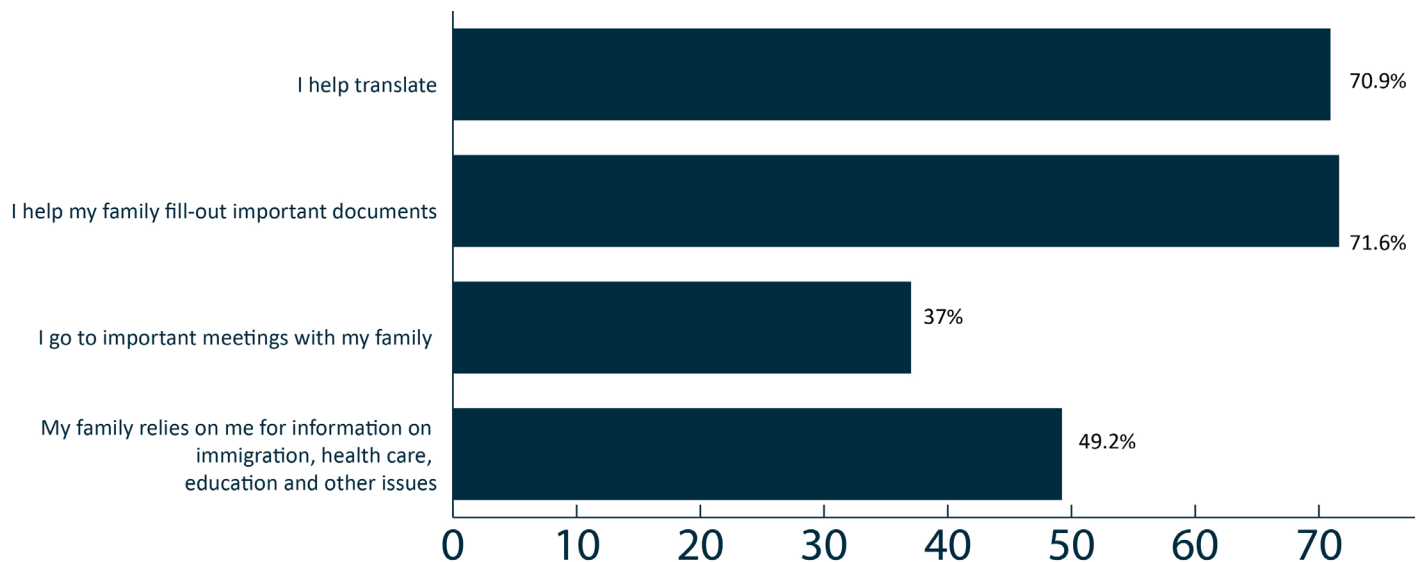
Additionally, 12 percent of DACA recipients reported that their family uses their credit card and 11 percent said their family uses their bank account. Although undocumented immigrants are not necessarily prohibited from opening bank accounts, many may find it difficult to fulfill a bank’s necessary identification requirements.⁴³

DACA allows undocumented young people to obtain identifications and overcome many of the bureaucratic obstacles family members might face when trying to open an account.⁴⁴ As DACA recipients take on these financial responsibilities, it will be necessary to ensure they they are making financial decisions wisely while understanding the role of debt and credit.

Information

Numerous studies have shown the role of children of immigrants acting as a “middle-person” between their parents and any bureaucratic system.⁴⁵ The survey results showed a similar role for DACA recipients. Over 70 percent of DACA recipients are translators for their families, close to 72 percent help fill-out important documents, and 37 percent attended important meetings, like parent-teacher conferences for younger siblings, on behalf of their parents.

FIGURE 15
Survey respondents help translate and manage important information



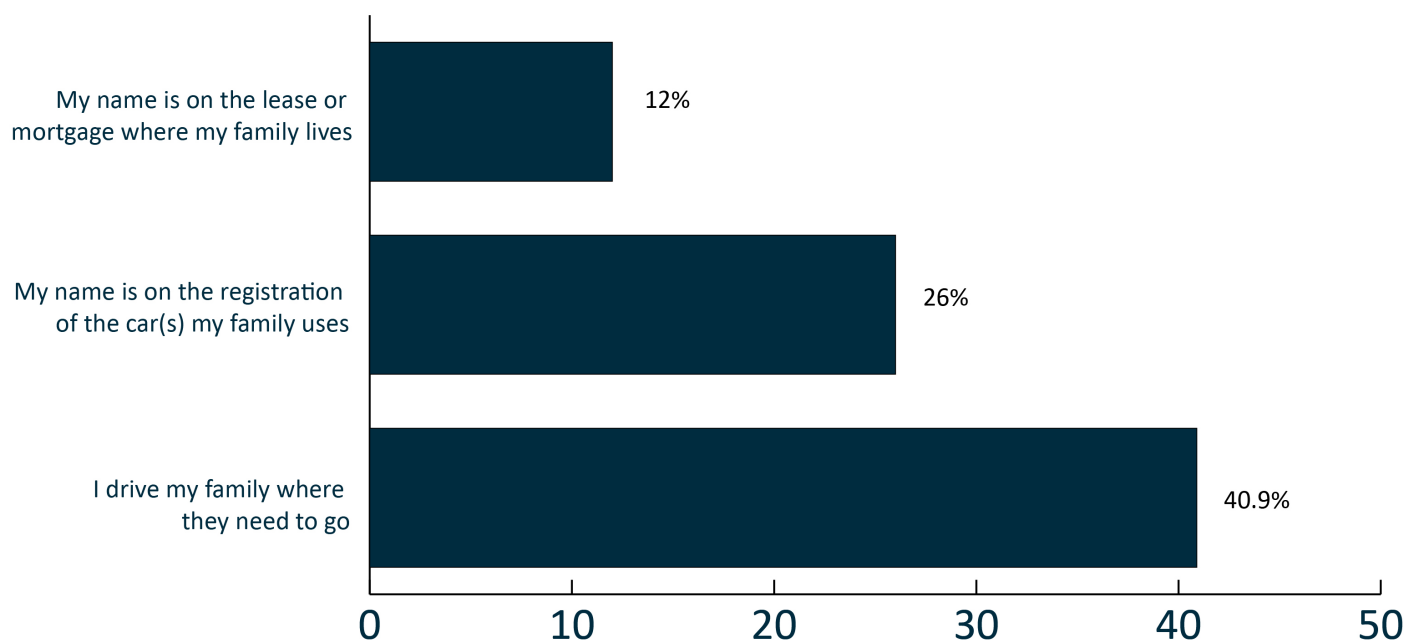
Source: UWD Survey of DACA Recipients, June 2015

Overall, the study showed that DACA recipients are the “front-gate” or hub of information when it comes to their family members and how they interact with larger societal structures, especially relating to government, healthcare, or finances. Indeed, nearly 50 percent of DACA recipients said their family relies on them for information on immigration, health care, education and other issues.

Mortgage and car payments

In addition to helping pay small bills, the survey also revealed that DACA recipients are involved in decisions about mortgage, rent, and transportation decisions. For many families housing and cars are the biggest sources of wealth and loans.⁴⁶ Over a quarter of survey respondents said their name is on the title of the car their family uses and 12 percent said their name is on the lease or mortgage where their family lives.

FIGURE 16
Survey respondents help their family with big economic decisions



Source: UWD Survey of DACA Recipients, June 2015

Additionally, over 40 percent of DACA recipients said they drive their family to places they need to go. In a majority of states, undocumented immigrants cannot get a driver's license. However, as of this year, DACA recipients in all 50 states can now get their license.⁴⁷ This means many DACA recipients also have the responsibility to drive their family members when they are unable to do so.

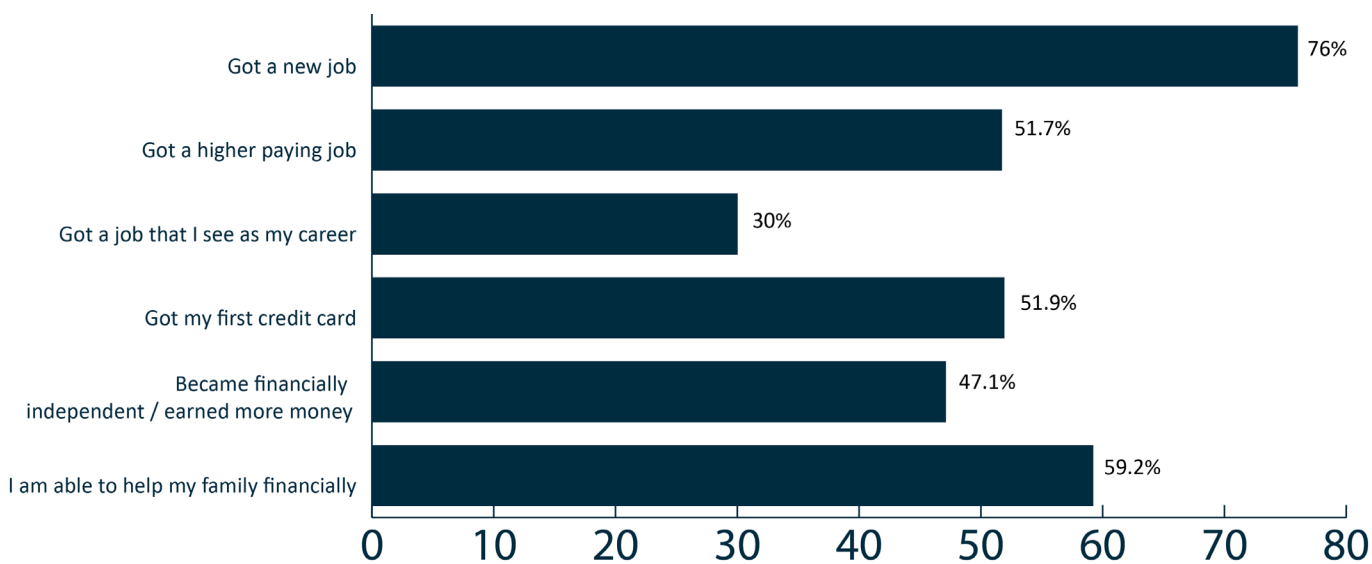
Changes since DACA

Three years out, there is a clearer picture of the benefits DACA has provided many undocumented young people. The following section of the report highlights the reported changes DACA has had on undocumented immigrant youth. The results show that DACA has not only given people more peace of mind, it has allowed them to achieve better economic opportunity, return to school, enroll in health insurance, and participate more in their local communities.

Economic opportunity

Over three-quarters of survey respondents have gotten a new job and more than half got a higher paying job. The survey also suggests that DACA recipients are aligning these new and higher paying jobs in fields that better suit their skills and interests. One in three DACA recipients has gotten a job that they see as their career.

FIGURE 17
Survey respondents reported improving economic opportunities



Source: UWD Survey of DACA Recipients, June 2015

Along with new job prospects, DACA recipients have been able to establish a better financial foothold for their future. More than half of DACA recipients have gotten their first credit and close to half have become more financially independent and are earning more money. This not only benefits the individual but their family as well. Close to 60 percent of DACA recipients indicated that they are now able to help their family financially.

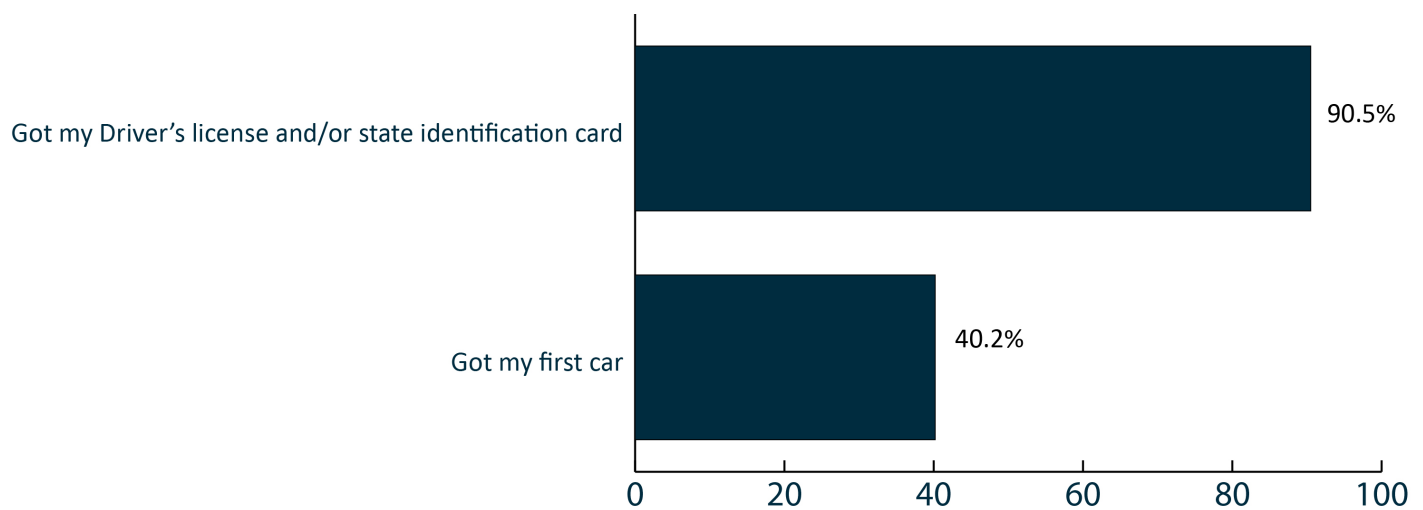
Although these changes have had a positive effect on DACA recipients and their families, the long term-effects still remain to be seen. The survey suggests that although DACA recipients are now earning more money and progressing in their careers, many still say they face barriers to advancing in their lives due to their immigration status.

Driver's licenses and cars

One of the most immediate challenges DACA recipients saw at the start of the program was the inability to get driver's licenses. As of this year, DACA recipients can now get licenses in all 50 states.⁴⁸ The study suggests that DACA recipients are taking full advantage of this with more than 90 percent getting their driver's license or state identification card. Additionally, four in ten DACA recipients have also gotten their first car.

FIGURE 18

A vast majority of survey respondents have gotten their driver's license and/or identification card

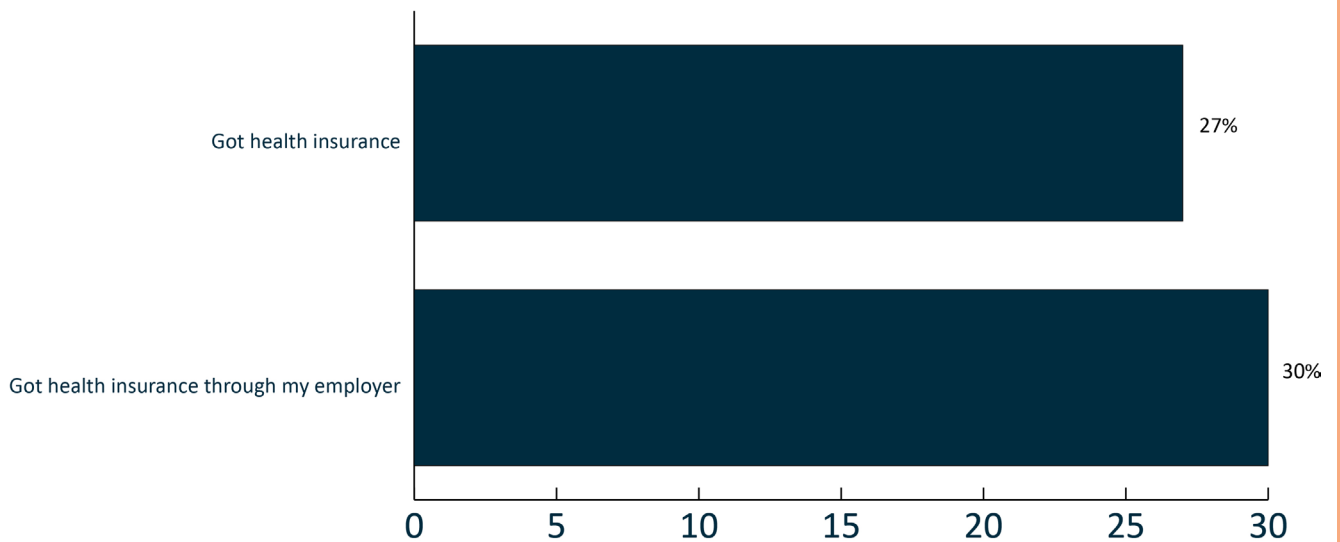


Source: UWD Survey of DACA Recipients, June 2015

Health insurance

Although undocumented immigrants, including those with DACA, are not eligible for the Affordable Care Act (ACA), some DACA recipients have been able to get health insurance.⁴⁹ Many DACA recipients have enrolled in college or university health care plans or have received new employment-based plans. Over a quarter of survey respondents said they got health insurance since DACA and 30 percent said they got health insurance through their employer.

FIGURE 19
Some survey respondents have gotten health insurance



Source: UWD Survey of DACA Recipients, June 2015

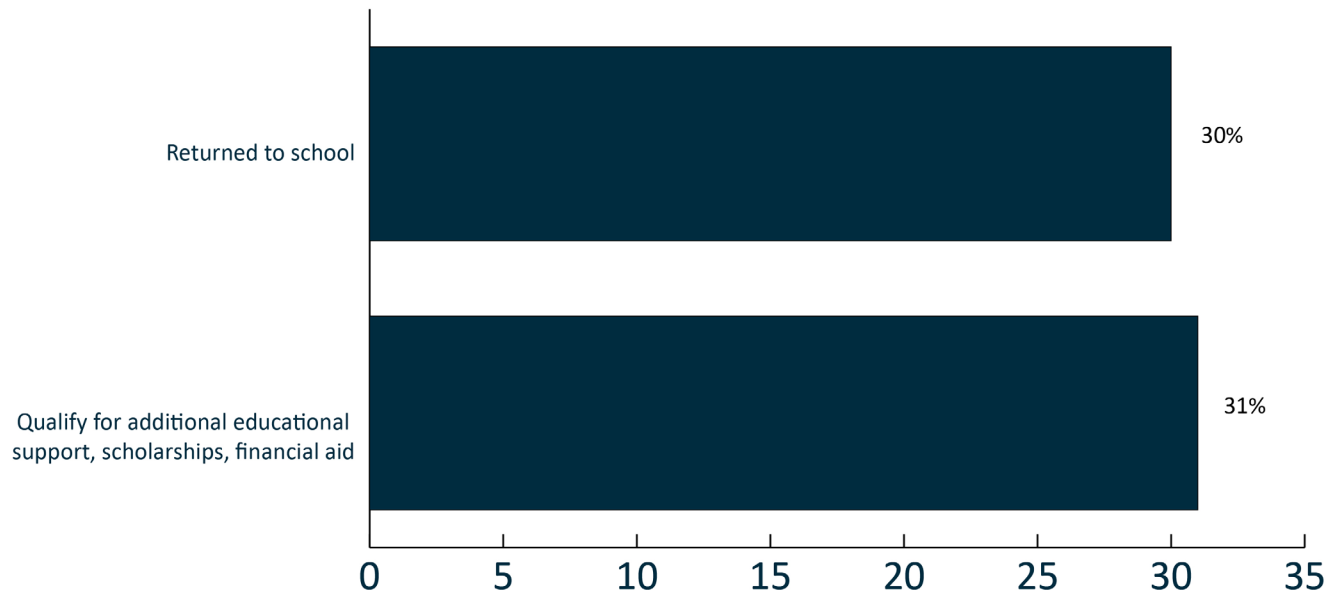
However, there is still a long way to go. DACA recipients continue to be barred from purchasing health insurance through the ACA and in California alone 50 percent of undocumented young people delayed getting the medical care they needed because they lacked health insurance.⁵⁰

Returning to school

Since implementation, 30 percent of DACA recipients returned to school. Because the program requires a high school diploma or GED, the number of people returning to school reflects the people that decided to continue a postsecondary education. For many of these people, DACA has allowed them to more easily finance their education through work. Additionally, over 31 percent of DACA recipients are now able to qualify for additional education support, scholarships, and financial aid.

Since 2012, at least 4 states, and many more individual institutions have decided to allow DACA recipients to qualify for a lower in-state tuition rate for public colleges and universities and many more scholarship institutions have opened their funds to DACA recipients.⁵¹

FIGURE 20
Many survey respondents have returned to school or now qualify for additional support



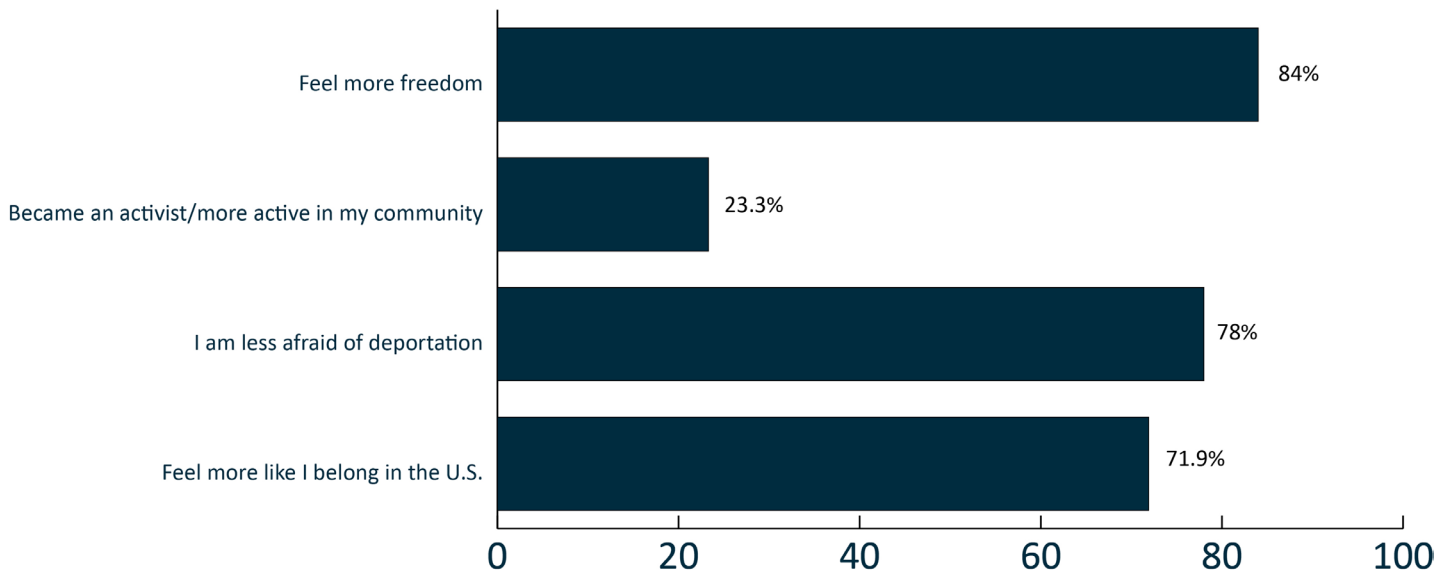
Source: UWD Survey of DACA Recipients, June 2015

Community participation and feelings of belonging

Besides the tangible economic benefits, DACA has also given people more peace of mind and allowed them to feel more comfortable in their daily lives and routines. Notably, more than three-quarters of DACA recipients say they are less afraid of deportation. This corresponds with the 84 percent of DACA recipients that now feel “more freedom.”

The reduced fear has allowed more people to become active in their community. DACA recipients have already shown higher levels of community and political participation than their similar aged peers.⁵² This study discovered that nearly a quarter of DACA recipients have become more active in their community through political activism. Additionally, over seven in ten DACA recipients also reported that they now feel more like they belong in the U.S.

FIGURE 21
Survey respondents reported reduced levels of fear



Source: UWD Survey of DACA Recipients, June 2015

Conclusion

Three-years later, from increased economic and education opportunities to reduced feelings of fear, the effects of DACA on the lives of undocumented young people have been enormous. This survey allowed UWD to better understand the experiences, aspirations, and needs of undocumented young people that have been able to obtain DACA. Still, hundreds of thousands more could benefit from the program and have not applied for various reasons.

The results of the survey also point to the greater needs of the millions of undocumented immigrants living in the U.S. As of this publication, DAPA as well as the expanded DACA program are still on hold following an injunction placed by the 5th Circuit Court.⁵³ An additional 4 million people stand to qualify for these programs that, as this survey shows, could have a deep impact on the lives of undocumented immigrants.⁵⁴

Beyond the implications of DACA, the results of this survey also point to the broader socioeconomic needs among undocumented young people and their families. Too many are still struggling to get by and their hopes and aspirations face many roadblocks not only because of their immigration status, but also because they lack the tools and information they need to navigate health care, financial, workforce, and educational institutions.

Many immigrant communities still suffer from a lack of basic investment in their future even though these communities are a significant portion of the U.S. population. The results show that undocumented immigrant communities will continue to suffer unless policies are created to include them in shared prosperity.

DACA can serve as a model for successful investment in economic mobility only if immigrant youth are supported through workforce development and education that lead to better jobs and better wages. A concerted effort to address the needs of this community will ultimately create better outcomes for not only immigrants, but the country as a whole.

Endnotes

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