

## The Education and Work Profiles of the DACA Population

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August 2017

#### **Executive Summary**

Now in its fifth year, the Deferred Action for Childhood Arrivals (DACA) program appears to be in jeopardy amid review by a Trump administration that has expressed skepticism of its merits and legality as well as a threatened legal challenge from state opponents. Nearly 800,000 unauthorized immigrants who entered the United States as children and who met certain educational and other requirements have received work authorization and a two-year reprieve from deportation under DACA, which was implemented by the Obama administration in August 2012. Ten state attorneys general, in an effort initiated by the state of Texas, have given notice that they will head into federal court to challenge the legality of the DACA program if the Trump administration does not rescind it and stop approving new applications by September 5, 2017.

To provide greater understanding of the educational and labor force characteristics of the program's eligible population, Migration Policy Institute (MPI) researchers employed an innovative demographic method to examine their educational attainment and occupational distribution. This issue brief also provides educational and labor force characteristics for the overall U.S. population and DACA-ineligible unauthorized population ages 15-32.

The analyses show that almost all individuals immediately eligible to apply for DACA are students or workers, with one-quarter of them juggling both college studies and work. This finding suggests that DACA recipients need to work in order to afford college. It also suggests that as they achieve college degrees, their movement into better jobs would rise over time.

The DACA population is almost evenly divided in terms of enrollment in secondary school, high school completion, or some college education. Five percent hold a bachelor's degree or higher. In the aggregate, the educational attainment of those eligible to apply for DACA lagged that of counterparts in the overall U.S. population. Gender makes a difference in terms of education, with DACA-eligible women over-represented among those with higher educational attainment (accounting for 54 percent of college degrees while comprising 45 percent of the immediately eligible population).

Analysis of the occupational distribution of the DACA eligible finds that this population is more likely to be in lower-skilled jobs when compared to all workers ages 16 to 32. When contrasted to unauthorized immigrants in the same age cohort who are not eligible for DACA, strikingly different occupational patterns emerge. The DACA ineligible are concentrated in work that involves manual labor, including construction, extraction, building and grounds cleaning and maintenance. By contrast DACA-eligible workers were concentrated in whitecollar occupations that are carried out indoors, in formal business settings, with regular hours and better pay. As with education, gender makes a difference. DACA-eligible women



are more likely to hold higher-skilled jobs than their male counterparts, in occupations such as health care support and education.

In sum, consistent with the research literature, the DACA program appears to have led to occupational movement out of manual and outdoors employment toward more formal, service-oriented work conducted indoors. Further, the dual work-and-college track for one-fourth of the DACA-eligible population should lead to better jobs as their academic credentials rise. Of course, both of these trajectories would be largely reversed if the program is terminated.

#### I. Introduction: The Status of DACA at Five

Introduced by the Obama administration in June 2012 and implemented two months later, the Deferred Action for Childhood Arrivals (DACA) program offers work authorization and a two-year reprieve from deportation to unauthorized immigrants who entered the United States as children.<sup>1</sup> DACA links eligibility to a set of educational criteria, requiring that program participants be high school graduates or equivalent or have served honorably in the armed forces, among other requirements.<sup>2</sup> U.S. Citizenship and Immigration Services (USCIS) reported that 887,000 individuals had applied for DACA as of March 2017; 788,000 had been approved; and 799,000 requests for two-year renewals had been granted.<sup>3</sup> The program's participants include many individuals who are students or workers and, as this analysis will reveal, many who are juggling both studies and work.

The Obama administration implemented the program through executive action after years of congressional impasse over immigration reform and, in particular, DREAM Act legislation that would provide legal status to highly educated unauthorized immigrants who had entered the United States as children.<sup>4</sup> The

administration's action drew a sharp rebuke from a number of Republican politicians, including Donald Trump,<sup>5</sup> who denounced DACA as an "unconstitutional executive amnesty."

In 2014, President Obama announced an expansion of DACA alongside the creation of a major new program, the Deferred Action for Parents of Americans (DAPA), a similar grant of work authorization and deferred action open to nearly 4 million parents of U.S.-citizen and lawful permanent resident children.<sup>6</sup> In 2015, Texas and 25 other states sued the federal government to halt the implementation of DAPA and the DACA expansion.<sup>7</sup> The states argued that Obama had exceeded his authority by granting *de facto* legal status and work authorization to recipients without congressional approval, and that this grant imposed significant costs on states by compelling them to issue driver's licenses and provide other services. A federal district court in Texas enjoined the program, and the injunction was upheld on appeal.<sup>8</sup> As a result, DAPA and the DACA expansion were never implemented.

The states challenging DAPA did not target the original 2012 DACA program, even as some Republicans continued to oppose it and the Republican presidential contest featured pledges by Trump to terminate the program "on day one."<sup>9</sup> In June 2017, however, Texas Attorney General Ken Paxton announced his intention to amend the original DAPA lawsuit and broaden it to challenge DACA if the Trump administration did not agree by September 5, 2017 to phase it out. Nine other state attorneys general joined Paxton.<sup>10</sup> Soon after, Homeland Security Secretary John Kelly indicated that the administration would not attempt to defend the program.<sup>11</sup> In August 2017, at the time of this writing, President Trump had not stated publicly where he stood on DACA recipients' future. Several months earlier, he had referred to recipients as "incredible kids in many cases" and had indicated he would "deal with DACA with heart."12

A bipartisan group led by Senators Richard Durbin (D-IL) and Lindsey Graham (R-SC) introduced legislation that would extend conditional legal status and a pathway to permanent residency to DACA recipients and some other groups of unauthorized immigrants who entered the United States as children.<sup>13</sup> The Trump administration signaled that the President would not support this legislation.<sup>14</sup>

#### A. Eligibility and Enrollment

Using a unique demographic methodology, the Migration Policy Institute (MPI) estimated that as of 2016, there were 1.9 million unauthorized immigrants potentially eligible for the DACA program.<sup>15</sup> These include three groups:

- 1.3 million individuals who met all eligibility criteria and were thus immediately eligible to apply for deferred action
- 398,000 unauthorized immigrants meeting all eligibility criteria except for the education requirement (i.e., a high school diploma or its equivalent). These individuals could still qualify if they enrolled in an adult education program leading to a high school diploma or equivalent.<sup>16</sup>
- 228,000 children younger than the program's minimum age of 15, who will age into eligibility provided they stay in school.<sup>17</sup>

Using the same methodology, MPI has also estimated DACA application rates. As of March 2017, USCIS reported that 887,000 individuals had applied for initial benefits, for an application rate of 68 percent among the immediately eligible population of 1.3 million.<sup>18</sup> Including the 398,000 individuals without a high school degree raises the total potentially eligible population to 1.7 million, and lowers the application rate to 52 percent.<sup>19</sup> MPI has estimated that application rates are higher among youth from Mexico and Central America, and lower among those from Asia and other world regions.<sup>20</sup> B. Outcomes for DACA Recipients: Findings from Early Surveys

Early research based on surveys of DACA participants has documented improvements in high school completion and college enrollment, along with acquisition of higher-paying jobs and other social and economic benefits.<sup>21</sup> These surveys vary in the sizes and characteristics of their samples, and often include mostly better-educated individuals who completed their surveys via the Internet. A fully representative survey has not been conducted, and there are no administrative data on key program recipient characteristics such as educational attainment.

Despite these limitations, the surveys conducted to date indicate that DACA has yielded tangible benefits for large numbers of program participants. A 2013 national survey of 2,700 DACA participants, found that the program improved their access to public universities, trade schools, and additional scholarship opportunities.<sup>22</sup> Having work authorization helped college-going DACA recipients afford tuition. Some participants, however, could still not afford four-year colleges or balance work and study, and instead enrolled in two-year colleges or trade schools. In a 2013-14 national survey of 1,300 DACA participants, more than 40 percent reported obtaining their first job as a result of DACA, and almost two-thirds reported getting a higherpaying job.<sup>23</sup> Almost half said they got jobs that better matched their education and training, and met their career goals as well as providing better working conditions. Six percent of survey respondents started a business, 54 percent bought a car, and 60 percent purchased a home. DACA, according to these survey results, has also promoted social integration by reducing participants' fears surrounding their unauthorized status and instilling in them a greater sense of belonging and promoting increased civic participation.<sup>24</sup>

Besides the self-reported improvement in educational and employment opportunities, DACA enrollees have become eligible for driver's licenses in all states, allowing them to drive and engage in other activities that require government-issued IDs. Several states, including New York and Nebraska, allow DACA recipients to



obtain professional licenses for occupations such as teachers and health-care providers.<sup>25</sup>

#### II. Educational Attainment of the Immediately Eligible DACA Population

To qualify, adult DACA participants must have a high school education or its equivalent.<sup>26</sup> Many DACA recipients have also attended college. Because the federal government does not report the educational attainment of the DACA grantee population, MPI estimated the population's educational characteristics and school enrollment using its unique dataset with legal status assignments.<sup>27</sup> The analysis that follows here reviews characteristics of the immediately eligible population as of 2014—the latest year for which MPI has mapped all the relevant variables onto the data. Those who do not have a high school degree (the 398,000 unauthorized youth listed above in the "but-for-education" group) were not included, under the assumption that most will not have enrolled in a qualifying adult education program.<sup>28</sup>

Roughly two-thirds of the 1.2 million immediately eligible to apply for DACA as of 2014 were either still enrolled in secondary school (31 percent) or had completed high school but not gone on to higher education (33 percent, see Table 1.) Close to one-third had either enrolled in college or completed at least some college. Five percent had completed at least a bachelor's degree. By comparison, 37 percent of the total U.S. population<sup>29</sup> in the same age range (15 to 32) were enrolled in college or had completed at least some college; 18 percent had at least a bachelor's degree. Put differently, 54 percent of the overall U.S. population ages 15 to 32 had some college experience versus 36 percent of those immediately eligible for DACA.

DACA-eligible women were better educated than men. Although women accounted for 45 percent of the total immediately eligible

Table 1. Educational Attainment and School Enrollment of the Total U.S. and DACA-Eligible
Populations (ages 15 to 32), 2014

Education and Enrollment Status	Immediatel DACA Po		Total U.S. Po	opulation
	Number	Percent	Number	Percent
Total	1,193,000	100	78,867,000	100
Not enrolled and has not completed high school	N/A	N/A	6,113,000	8
Enrolled in secondary school	365,000	31	14,783,000	19
Completed high school and not in higher education	396,000	33	15,154,000	19
Enrolled in college	241,000	20	15,720,000	20
Completed some college	134,000	11	13,115,000	17
Completed at least a bachelor's degree	57,000	5	13,982,000	18

*Note:* "N/A" refers to the fact that virtually all immediately eligible individuals had either completed high school or were currently enrolled in school—consistent with the program's education requirement. Secondary school includes both middle school and high school. The sample was limited to immediately DACA-eligible individuals and the overall U.S. population ages 15 to 32 in 2014.

*Source:* Migration Policy Institute (MPI) analysis of data from the U.S. Census Bureau 2014 American Community Survey (ACS) and 2008 Survey of Income and Program Participation (SIPP), with legal status assignments by James Bachmeier of Temple University and Jennifer Van Hook of The Pennsylvania State University, Population Research Institute.

<sup>4</sup> 

DACA population, they made up 49 percent of those enrolled in college and 54 percent of those who had completed at least a bachelor's degree.

#### III. Labor Force Participation of the Immediately Eligible Population

Most DACA-eligible individuals who were not enrolled in secondary school were in the labor force, defined as being either employed or unemployed and searching for work. Equivalent shares of the DACA-eligible population and the total population ages 16 to 32<sup>30</sup> were in the labor force: 76 percent.

Labor force participation differed significantly by gender. DACA-eligible men were more likely to be in the labor force than U.S. men on average (83 percent versus 79 percent), while DACA-eligible women were less likely to work outside the home: 67 percent versus 73 percent (see Figure 1). DACA-eligible women may be less likely to participate in the labor force than U.S. women overall due to their higher marriage and child-bearing rates and their lower educational attainment and English proficiency.

However, when compared to unauthorized immigrants in the same age range who were not eligible for deferred action,<sup>31</sup> DACA-eligible men were less likely to be working (83 percent versus 88 percent), because some stayed in school, delaying their entry into the labor force.<sup>32</sup> In contrast, DACA-eligible women participated in the labor force at a higher rate than DACA-ineligible unauthorized women: 67 percent versus 54 percent. These higher levels of participation may owe to the higher educational attainment and English proficiency of DACA-eligible women, and may be related to the wider employment opportunities available to women with work authorization, especially in service-sector jobs in formal settings.

All told, the DACA eligible comprised just 1.3 percent of the 48.9 million people ages 16 to 32 in the U.S. labor force in 2014. The small number and share of DACA participants in the labor force, alongside their occupational dispersal (discussed below), suggest they are not likely to have had a meaningful impact on the employment and wages of other U.S. workers.

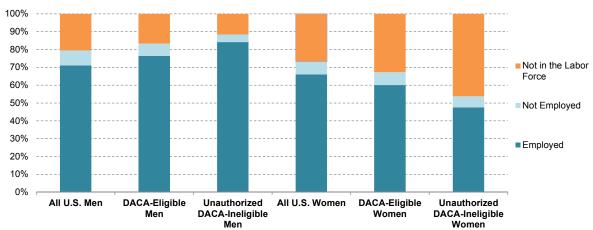


Figure 1. Employment and Labor Force Participation of the Total U.S., DACA-Eligible, and DACA-Ineligible Populations (ages 16 to 32), by Gender, (%), 2014

*Note:* The universe of analysis includes the total U.S. population, those immediately eligible for DACA, and DACA-ineligible unauthorized immigrants ages 16 to 32 who were not enrolled in secondary school in 2014. *Source:* MPI analysis of data from U.S. Census Bureau 2014 ACS and 2008 SIPP, with legal status assignments by Bachmeier and Van Hook.



Occupational Group	Total U.S. Population	J.S. Ition	Immediat DACA P	Immediately Eligible DACA Population	DACA-Ineligible Unauthorized Population	eligible orized ation
	Number	Percent	Number	Percent	Number	Percent
Total	43,873,000	100	571,000	100	1,983,000	100
Food Preparation and Serving Occupations	4,425,000	10	89,000	16	311,000	16
Sales and Related Occupations	5,548,000	13	84,000	15	120,000	9
Office and Administrative Support Occupations	5,913,000	13	70,000	12	101,000	5
Construction and Extraction Occupations	1,986,000	9	59,000	10	391,000	20
Production Occupations	2,387,000	9	47,000	8	183,000	6
Transportation and Material Moving Occupations	2,609,000	9	43,000	8	152,000	8
Building and Grounds Cleaning and Maintenance Occupations	1,456,000	£	32,000	9	265,000	13
Management, Business, Science, and Arts	2,566,000	9	22,000	4	44,000	2
Personal Care and Service Occupations	1,939,000	4	22,000	4	52,000	3
Installation, Maintenance, and Repair Workers	1,307,000	3	17,000	8	50,000	2
Farming, Fishing, and Forestry Occupations	390,000	-	14,000	2	141,000	7
Education, Training, and Library Occupations	2,458,000	9	14,000	2	23,000	1
Health-Care Support Occupations	1,316,000	3	11,000	2	20,000	1
Health-Care Practitioners and Technical Occupations	2,209,000	5	9,000	2	24,000	1
Arts, Design, Entertainment, Sports, and Media Occupations	973,000	2	7,000	L I	20,000	1
Computer and Mathematical Occupations	1,157,000	3	6,000	1	24,000	1
Business Operations Specialists	964,000	2	6,000	۱	13,000	1
Protective Service Occupations	1,001,000	2	5,000	1	6,000	0
Other Occupations	3,268,000	2	13,000	2	49,000	2

Notes: The analysis sample includes all U.S. workers, immediately eligible DACA workers, and DACA-ineligible unauthorized immigrants ages 16 to 32 who were employed and not enrolled in secondary school in 2014. The major occupational groups are based on Census Bureau definitions. Only occupational groups employing at least 5,000 DACA-eligible individuals are presented here. Source: MPI analysis of data from the U.S. Census Bureau 2014 ACS and 2008 SIPP, with legal status assignments by Bachmeier and Van Hook.

Additionally, economists have concluded that immigrants (regardless of legal status) without a high-school diploma compete most directly with earlier-arriving immigrants and to a lesser extent with low-skilled U.S.-born workers, and that the effects of job competition are minimal for immigrants with a high school or greater education<sup>33</sup>—a group comprising almost all DACA participants.

# IV. Occupational Distribution of the DACA-Eligible Population

Unauthorized immigrants immediately eligible for DACA worked in a variety of occupations in 2014, MPI analysis shows. The most common included food preparation and serving (16 percent), sales and related services (15 percent), and office and administrative support occupations (12 percent, see Table 2).<sup>34</sup> Compared to all U.S. workers, the DACA eligible were more likely to be employed in lower-skilled occupations and less likely to be in educational, healthcare, and management occupations.

Immediately eligible DACA workers were concentrated in different occupations than the unauthorized immigrants who were ineligible. While the latter were heavily represented in jobs that involve manual work—such as construction, extraction, and building and grounds cleaning and maintenance—DACA-eligible workers were most commonly found in white-collar occupations that are usually done indoors in formal business settings, with regular hours and moderate pay. Examples are sales, office, and administrative support occupations. A. Occupational Groups for DACA-Eligible Workers Who Also Attend College

A sizable share of unauthorized immigrants immediately eligible for DACA were both working and enrolled in college in 2014. Twenty-four percent of employed DACA-eligible workers were also college students, a rate slightly higher than the 20 percent share for all U.S. workers in the same age range (see Table 3). DACA students may be more likely to work while attending college because they cannot otherwise afford their education.<sup>35</sup> The level of college enrollment among DACA-eligible workers also underscores their potential future mobility into higherskilled and higher-paying jobs.

B. Gender Differences in Occupational Distribution of DACA-Eligible Workers

Women appear to account for most of the relatively small share of immediately eligible DACA workers employed in middle- and high-skilled occupations. While women were just 40 percent of all DACA-eligible workers in 2014, they represented 80 percent of those in health-care support; 71 percent of those working in education, training, and library occupations; 67 percent of DACA health-care practitioners and technical workers; and 64 percent of office and administrative support workers (see Table 4). Women were also large majorities of all U.S. workers ages 16 to 32 in these four major occupation groups.

DACA-eligible workers were most commonly found in white-collar occupations that are usually done indoors in formal business settings, with regular hours and moderate pay. Table 3. Shares of All U.S. and DACA-Eligible Workers (ages 16 to 32) Enrolled in College, by Most Common Major **Occupational Groups, 2014** 

	Immediate V	Immediately Eligible DACA Workers	All U.S	All U.S. Workers
	Number	Share Enrolled in College (%)	Number	Share Enrolled in College (%)
Total	571,000	24	43,873,000	20
Education, Training, and Library Occupations	14,000	39	2,458,000	18
Sales and Related Occupations	84,000	38	5,548,000	28
Office and Administrative Support Occupations	70,000	36	5,913,000	25
Arts, Design, Entertainment, Sports, and Media Occupations	7,000	33	973,000	18
Business Operations Specialists	6,000	27	964,000	11
Food Preparation and Serving Occupations	89,000	25	4,425,000	32
Personal Care and Service Occupations	22,000	24	1,939,000	30
Health-Care Support Occupations	11,000	24	1,316,000	26
Health-Care Practitioners and Technical Occupations	9,000	21	2,209,000	15
Computer and Mathematical Occupations	6,000	21	1,157,000	12
Transportation and Material Moving Occupations	43,000	20	2,609,000	16
Protective Service Occupations	5,000	19	1,001,000	21
Management, Business, Science, and Arts	22,000	17	2,566,000	10
Installation, Maintenance, and Repair Workers	17,000	16	1,307,000	11
Building and Grounds Cleaning and Maintenance Occupations	32,000	15	1,456,000	15
Production Occupations	47,000	10	2,387,000	10
Construction and Extraction Occupations	59,000	8	1,986,000	7
Farming, Fishing, and Forestry Occupations	14,000	7	390,000	10
Other Occupations	13,000	25	3,268,000	1

Notes: The analysis sample includes all U.S. workers and immediately eligible DACA workers ages 16 to 32 who were employed and not enrolled in secondary school in 2014. The major occupational groups are based on Census Bureau definitions. Only occupational groups employing at least 5,000 DACA-eligible individuals are presented here.

Source: MPI analysis of data from U.S. Census Bureau 2014 ACS and 2008 SIPP, with legal status assignments by Bachmeier and Van Hook.



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Table 4. Share of Women among All U.S. and DACA-Eligible Workers (ages 16 to 32), by Major Occupational Group, 2014

Occupational Group Number Female Share Number Mission		Immedi DAC/	Immediately Eligible DACA Workers	All U.S. Workers	Vorkers
571,000 40 43,873,000   atth-Care Support Occupations 11,000 80 1,316,000   sonal Care and Service Occupations 11,000 80 1,316,000   sonal Care and Service Occupations 22,000 71 2,458,000   cattion, Training, and Library Occupations 14,000 71 2,458,000   atth-Care Practitioners and Technical Occupations 9,000 67 2,209,000   atth-Care Practitioners and Technical Occupations 7,000 64 5,913,000   atth-Care Practitioners and Technical Occupations 84,000 66 5,548,000   as and Related Occupations 84,000 66 5,548,000 67   s and Related Occupations 84,000 66 5,548,000 67   s and Related Occupations 84,000 66 5,548,000 67   attrative Support Occupations 84,000 66 5,548,000 67   attration and Serving Occupations 89,000 67 2,2366,000 67   attration and Serving Occupations 32,000 42 2,3560,000	Occupational Group	Number	Female Share (%)	Number	Female Share (%)
ations 11,000 80 1,316,000   ations 22,000 75 1,333,000   ccupations 14,000 71 2,458,000   mical Occupations 9,000 67 2,209,000   Occupations 9,000 67 2,458,000   Occupations 70,000 64 5,913,000   Occupations 70,000 64 5,913,000   Occupations 7,000 64 5,913,000   otical Occupations 7,000 64 5,913,000   otical Occupations 7,000 64 5,913,000   stand Macking Occupations 7,000 64 5,913,000   and Arts 2,230,000 64 973,000   and Arts 2,245,000 973,000 973,000   and Arts 2,2566,000 964,000 973,000   and Arts 2,2300 973,000 973,000   and Arts 2,2566,000 973,000 973,000   and Arts 2,300 9,42,000 9,42,000	Total	571,000	40	43,873,000	48
22,000 75 1,939,000   14,000 71 2,458,000   9,000 67 2,209,000   70,000 64 5,913,000   84,000 64 5,913,000   84,000 64 5,913,000   84,000 64 5,913,000   84,000 64 5,913,000   84,000 64 5,913,000   89,000 50 964,000   7,000 7,000 50   89,000 36 4,425,000   14,000 36 4,425,000   14,000 36 4,425,000   14,000 36 4,425,000   14,000 36 4,425,000   14,000 36 4,425,000   14,000 33 1,456,000   14,000 13 1,456,000   14,000 13 2,387,000   13,000 13 1,456,000   13,000 13 1,167,000   13,000 13 1,160,0	Health-Care Support Occupations	11,000	80	1,316,000	85
14,000 71 2,458,000   9,000 67 2,209,000   70,000 64 5,913,000   84,000 64 5,548,000   84,000 50 964,000   7,000 50 964,000   7,000 50 964,000   7,000 45 973,000   7,000 45 973,000   7,000 45 964,000   89,000 45 973,000   89,000 42 973,000   14,000 36 4,425,000   14,000 32 337,000   14,000 36 4,425,000   14,000 36 4,425,000   14,000 33 1,456,000   14,000 33 2,387,000   14,000 33 1,455,000   14,000 36,000 36,000   50,000 50,000 5,000   50,000 5,000 5,000   50,000 5,000 5,000	Personal Care and Service Occupations	22,000	75	1,939,000	76
9,000 67 2,209,000   70,000 64 5,913,000   84,000 60 5,548,000   6,000 50 964,000   7,000 45 973,000   7,000 45 973,000   7,000 42 2,566,000   22,000 36 4,425,000   89,000 36 4,425,000   14,000 36 4,425,000   14,000 36 1,456,000   14,000 33 2,387,000   14,000 33 1,4425,000   14,000 33 2,387,000   14,000 33 1,4425,000   14,000 33 1,4425,000   14,000 33 1,4425,000   14,000 33 1,4425,000   5,000 44,425,000 1,475,000   6,000 1,47,000 1,430,000   6,000 1,47,000 1,167,000   5,000 1,1 1,307,000   59,000 1,1	Education, Training, and Library Occupations	14,000	71	2,458,000	71
70,000 64 5,913,000   84,000 60 5,548,000   84,000 973,000 964,000   7,000 45 973,000   7,000 45 973,000   7,000 45 973,000   89,000 42 2,566,000   89,000 36 4,425,000   14,000 33 1,456,000   14,000 33 2,387,000   14,000 33 1,456,000   14,000 2,387,000 330,000   14,000 2,387,000 330,000   14,000 2,387,000 330,000   5,000 14,157,000 1,157,000   5,000 11 1,157,000   5,000 11,001,000 1,157,000   5,000 11,001,000 1,157,000   5,000 11,001,000 1,1307,000   5,000 11,001,000 1,1307,000   5,000 11,001,000 1,1307,000   5,000 1,1307,000 1,1307,000	Health-Care Practitioners and Technical Occupations	9,000	67	2,209,000	76
84,000 60 5,548,000   6,000 50 964,000   7,000 45 973,000   22,000 42 2,566,000   89,000 36 4,425,000   89,000 36 4,425,000   14,000 34 1,456,000   14,000 30 2,387,000   14,000 30 2,387,000   14,000 30 2,387,000   14,000 30 2,387,000   14,000 30 2,387,000   14,000 30 2,387,000   14,000 30 2,387,000   5,000 14 1,157,000   5,000 11 2,609,000   5,000 11 2,609,000   5,000 11,001,000 1,011,000   5,000 11,001,000 1,011,000   5,000 11 1,307,000   11,001 1,307,000 1,001,000   11,001 1,307,000 1,000	Office and Administrative Support Occupations	70,000	64	5,913,000	64
6,000 50 964,000   7,000 45 973,000   22,000 22,000 2,566,000   89,000 36 4,425,000   13,000 36 1,456,000   14,000 31 1,456,000   14,000 32 390,000   14,000 2,387,000 390,000   14,000 31 1,456,000   14,000 330 2,387,000   14,000 31 1,457,000   14,000 14 1,157,000   5,000 11 1,157,000   5,000 11 1,157,000   5,000 11 1,157,000   5,000 11 1,157,000   5,000 11 2,609,000   5,000 11,001,000 1,001,000   5,000 11,001,000 1,011,000   5,000 11,986,000 1,0130,000   11,010 1,986,000 1,0130,000   11,010 1,986,000 1,01307,000   11,010<	Sales and Related Occupations	84,000	60	5,548,000	56
7,000 45 973,000   22,000 42 2,566,000   89,000 36 4,425,000   89,000 34 1,456,000   14,000 30 2,387,000   14,000 30 2,387,000   14,000 30 2,387,000   5,000 14 1,456,000   6,000 14 1,157,000   6,000 14 1,157,000   6,000 14 1,001,000   6,000 14 1,307,000   73,000 11,307,000 11,307,000   113,000 13,000 1,307,000   13,000 14,000 1,307,000	Business Operations Specialists	6,000	50	964,000	56
\$	Arts, Design, Entertainment, Sports, and Media Occupations	7,000	45	973,000	48
Is 89,000 36 4,425,000   enance Occupations 32,000 34 1,456,000   atron (11,100) 47,000 30 2,387,000   ns 14,000 30 2,390,000   ns 5,000 13 1,001,000   ations 43,000 11 2,609,000   stions 17,000 4 1,986,000   kers 17,000 1 1,307,000   kers 13,000 3,268,000 3,268,000	Management, Business, Science, and Arts	22,000	42	2,566,000	46
enance Occupations32,000341,456,00047,000370.002,387,000ns14,000390,000390,000ns14,000141,157,0005,000131,001,0005,000131,001,000ations43,000112,609,00059,00059,00011,986,000kers17,00011,307,00013,000453,268,000	Food Preparation and Serving Occupations	89,000	36	4,425,000	52
47,000 30 2,387,000   ns 14,000 22 390,000   6,000 14 1,157,000 1,157,000   5,000 13 1,001,000 1,001,000   5,000 13 1,001,000 1,001,000   59,000 11 2,609,000 1,001,000   fers 17,000 4 1,307,000   kers 13,000 45 3,268,000	Building and Grounds Cleaning and Maintenance Occupations	32,000	34	1,456,000	32
ns 14,000 22 390,000   6,000 14 1,157,000   5,000 13 1,001,000   5,000 13 1,001,000   ations 43,000 11 2,609,000   59,000 11 2,609,000 1   vers 17,000 1 1,986,000   kers 17,000 1 1,307,000   13,000 45 3,268,000 1	Production Occupations	47,000	30	2,387,000	24
6,000 14 1,157,000   5,000 13 1,001,000   5,000 13 1,001,000   59,000 11 2,609,000   59,000 4 1,986,000   kers 17,000 1   13,000 45 3,268,000	Farming, Fishing, and Forestry Occupations	14,000	22	390,000	21
5,000 13 1,001,000   pations 43,000 1 2,609,000   59,000 4 1,986,000 1   rkers 17,000 1 1,307,000 1   13,000 45 3,268,000 1 1	Computer and Mathematical Occupations	6,000	14	1,157,000	24
pations 43,000 11 2,609,000   59,000 4 1,986,000   rkers 17,000 1 1,307,000   13,000 45 3,268,000 1	Protective Service Occupations	5,000	13	1,001,000	22
59,000 4 1,986,000   rkers 17,000 1 1,307,000   13,000 45 3,268,000 1	Transportation and Material Moving Occupations	43,000	11	2,609,000	15
17,000 1 1,307,000   13,000 45 3,268,000	Construction and Extraction Occupations	59,000	4	1,986,000	3
13,000 45 3,268,000	Installation, Maintenance, and Repair Workers	17,000	1	1,307,000	4
	Other Occupations	13,000	45	3,268,000	43



### V. Conclusion

According to Migration Policy Institute analysis, three-quarters of working-age DACAeligible individuals were in the labor force in 2014, and one out of four of these employed workers was also in college—a group that could experience future upward occupational mobility.

Although DACA-eligible workers were more likely to hold lower-skilled jobs than U.S. workers overall, they were significantly less likely to be in outdoor manual jobs and more likely to be in white-collar office jobs when compared to unauthorized workers in the same age range who were DACA ineligible. Notably, women appeared to benefit significantly from DACA, as they achieved higher educational attainment and found employment in higher-skilled occupations than DACA men and had broader labor force participation than unauthorized immigrant women who were ineligible for DACA. Deferred action had effects for men as well, however, with males more likely to delay participation in the labor force and stay in school if they were eligible for DACA.

If the Trump administration terminates DACA or the program is successfully challenged in court and recipients lose their employment authorization, most would be unable to continue working in white-collar occupations in formal settings and would have fewer incentives or financial means to enroll in and complete college. Some DACA-eligible individuals could lose access to higher education in those states and institutions where in-state tuition, tuition assistance, or potentially even college enrollment are predicated on DACA. Participants also would lose other tangible benefits—for instance, driver's licenses and access to home mortgages-that promote better labor market and integration outcomes.

MPI's analysis indicates that DACA has had a significant impact on the occupational distribution of those who are eligible, as sizeable numbers find themselves in formal occupational settings and white-collar jobs that would have been outside their reach without employment authorization. Further, given the substantial share of the DACA-eligible population enrolled in college while also working, it is likely that their occupational trajectories will be upwards. Future mobility in the workforce would be reversed for these recipients, however, with the program's termination.

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### Appendix: Methodological Notes

The authors analyzed the educational attainment, school enrollment, labor force participation, and occupations of DACA-eligible immigrants using data from the U.S. Census Bureau's 2014 American Community Survey (ACS). The ACS is conducted annually and is the largest source of workforce and population data for the United States. The survey asks respondents whether they are U.S. born and whether they are U.S. citizens, but does not inquire about the legal status of noncitizens.

To identify likely unauthorized immigrants in the dataset, the Migration Policy Institute (MPI) research team linked the ACS to the 2008 Survey of Income and Program Participation (SIPP). The SIPP includes similar variables to the ACS on educational attainment, school enrollment, labor force participation, and occupation, but the SIPP also includes self-reported legal status: i.e., whether noncitizens report being lawful permanent residents (LPRs). The research team linked LPRs in the SIPP to noncitizens in the ACS with similar characteristics (e.g., country of origin, length of U.S. residence, gender, age, and the educational and workforce characteristics modelled for this brief). Noncitizens with nonimmigrant visas or other forms of temporary status—for instance, students, H-1B high-skilled nonimmigrant workers, and those with Temporary Protected Status (TPS)—were excluded from the sample based on the terms of these visas and statuses. The remaining noncitizens were assigned unauthorized status, and those who met the DACA eligibility criteria outlined earlier in this brief were included in the analysis. Eligibility due to adult education program enrollment and ineligibility due to criminal history or lack of continuous U.S. presence were not modeled due to lack of data.

MPI estimates of the DACA-eligible population as of 2016 include unauthorized immigrants who had been in the United States since 2007, were under the age of 16 at the time of their arrival, and were under age 31 as of 2012. Three DACA populations were estimated:

- The immediately eligible, who met both age and educational criteria (i.e., they were ages 15 to 34 in 2016 and were either enrolled in school or had at least a high school diploma or equivalent).
- Those eligible but for education, who were ages 15 to 34 in 2016, did not have a high school diploma or equivalent, and were not enrolled in school.
- Children eligible in the future, who met the age-at-arrival requirements but were ages 7 to 14 in 2016, and will become eligible when they reach age 15 provided they stay in school.

To capture the population eligible to apply as of 2016 based on the 2014 data source, MPI aged in the otherwise eligible 13- and 14-year-olds into two groups. Using Latino youth high school dropout rates (the majority of the DACA population is Latino), a portion of the aged-in cohort was assigned to the eligible but for education group. The remaining majority was assigned to the immediately eligible population.

These estimates were used to calculate the eligible populations and their application rates cited at the beginning of this brief. Estimates later in the brief of educational attainment, labor force participation, and occupations of employment for DACA-eligible immigrants were not aged forward to 2016. Instead, their survey responses in 2014 were used in the analysis, because labor force participation and occupation could not be aged forward by two years.



#### Endnotes

- 1 U.S. Citizenship and Immigration Services (USCIS), "Consideration of Deferred Action for Childhood Arrivals (DACA)," updated December 22, 2016, <u>www.uscis.gov/humanitarian/consideration-deferred-action-childhood-arrivals-daca</u>.
- 2 First-time DACA applicants must demonstrate that they: (1) are age 15 or older; (2); were under age 31 at the time of the program's announcement on June 15, 2012; (3) came to the United States before the age of 16; (4) were physically present in the United States as of June 15, 2012; (5) had lived in the United States continuously for at least five years as of the creation of DACA (i.e. since June 15, 2007); (6) are currently in school, have earned a high school diploma or its equivalent, or are honorably discharged veterans of the U.S. armed forces or Coast Guard; and (7) have not been convicted of a felony, significant misdemeanor, or three or more misdemeanors, and do not otherwise pose a threat to public safety or national security. See USCIS, "Consideration of Deferred Action for Childhood Arrivals (DACA)."
- 3 USCIS, "Number of Form I-821D, Consideration of Deferred Action for Childhood Arrivals, by Fiscal Year, Quarter, Intake, Biometrics and Case Status Fiscal Year 2012-2017 (March 31)," updated June 8, 2017, www.uscis.gov/sites/default/files/USCIS/Resources/Reports%20and%20Studies/Immigration%20 Forms%20Data/All%20Form%20Types/DACA/daca\_performancedata\_fy2017\_qtr2.pdf. Based on how USCIS reports its data, it is not possible to know precisely who currently has DACA.
- 4 Dating to 2001, when the *Development, Relief, and Education of Alien Minors Act* (DREAM Act) was first introduced in the Senate, various proposals with bipartisan support have been offered in subsequent sessions of Congress. The legislation seeks to legalize unauthorized immigrants brought to the United States as children, conditioning eligibility on a number of criteria, including age at U.S. entry, length of U.S. residence, educational attainment, and a clean criminal record. After a period of conditional legal status, recipients could receive legal permanent residence if they met additional criteria. For more, see Jeanne Batalova, Ariel G. Ruiz Soto, and Michelle Mittelstadt, *Protecting the DREAM: The Potential Impact of Different Legislative Scenarios for Unauthorized Youth* (Washington, DC: Migration Policy Institute, 2017), www.migrationpolicy.org/research/protecting-dream-potential-impact-different-legislativescenarios-unauthorized-youth.
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- 9 Iyengar, "Read Donald Trump's Speech on Immigration."
- 10 Texas Attorney General's Office, "AG Paxton Leads 10-State Coalition Urging Trump Administration to Phase out Unlawful Obama-Era DACA Program" (press release, June 29, 2017), <u>www.texasattorneygen-</u> <u>eral.gov/news/releases/ag-paxton-leads-10-state-coalition-urging-trump-administration-to-phase-out</u>.

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- 28 The previous section on DACA-eligible populations aged forward unauthorized immigrants ages 13-14 in 2014 to ages 15-16 in 2016, for purposes of comparison to 2017 USCIS application data. In this section and those that follow, the analysis is based on 2014 data because characteristics such as labor force participation and occupations of employment could not be aged forward. See the appendix for more details on the methodology.
- 29 The total U.S. population in this and following sections includes the immediately eligible DACA population.
- 30 Employment related data are collected only for individuals ages 16 and over.
- 31 This includes those who met all DACA eligibility criteria except for the educational requirement, and those who arrived in the United States after 2012 or did not live in the United States continuously for five years, those who arrived when they were over age 15, and those who were ages 31 or older in 2012.
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#### Acknowledgments

The authors express their gratitude to a number of Migration Policy Institute (MPI) colleagues, in particular Jessica Bolter and Anja Parish for their research support.

This research was supported by the Ford Foundation, the Carnegie Corporation of New York, Unbound Philanthropy, and the Open Society Foundations.

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Suggested citation: Capps, Randy, Michael Fix, and Jie Zong. 2017. The Education and Work Profiles of the DACA Population. Washington, DC: Migration Policy Institute.

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