

Citrus College

Citrus College
Career/Transfer Center



UNDOCUMENTED STUDENT CAREER GUIDE

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UNDOCUMENTED STUDENT GUIDE

The Citrus College Career/Transfer Center (CTC) assists undocumented students in their career exploration process. You and a career counselor may explore personality, interests, values, and skills and how they can be applied to a career of your interest. You may learn and discuss education, professional licenses, accreditations, and certifications needed for careers of interest. In addition, you may also learn at what point immigration status may become a barrier along your career path and develop a career education plan.

To explore and learn more about oneself, the CTC offers career assessments for students. Assessments are used when working with students, regardless of immigration status, to help them examine their personal experiences and identify their personal assets.

The CTC offers the following career assessments:

- Focus 2
- Clifton Strengths*
- Myers-Briggs Type Inventory (MBTI) *
- Strong Interest Inventory (SII) *
- Knowdell Career Values Card Sort

Note: Not all students need to complete an assessment.

*These assessments have a material fee

CAREER DEVELOPMENT PROCESS FOR UNDOCUMENTED STUDENTS

TRADITIONAL STUDENT CAREER PLANNING MODEL

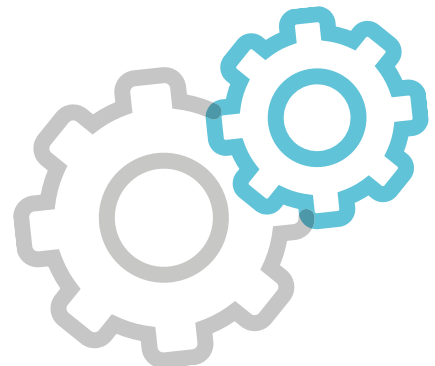


NON-TRADITIONAL STUDENT CAREER PLANNING MODEL



The **traditional student career planning model** assumes that all individuals possess legal citizenship and have opportunities for employment. Operating from a traditional career development framework may not fully capture the career development process of undocumented students because of legal systemic barriers. Undocumented students may not have the opportunity to select a job that coincides with their self-concept or is based on their interests and goals (Ortiz & Hinojosa, 2010).

The **non-traditional student career planning model** is recommended when working with undocumented/DACAmented students. The model captures students' experiences as individuals while supporting and validating their career development process.



EXPLORING CAREERS & MAJORS AS AN UNDOCUMENTED STUDENT

Many students have difficulty choosing a major or career. Undocumented students experience additional challenges on what majors or careers they can pursue. The CTC is committed to helping undocumented students make wise career choices and does not discourage students from pursuing their dream career because of their undocumented status.

It is important for students to understand that policies may change and can impact their undocumented status. The CTC works with students to think outside the box to develop the skills needed for their career of choice and non-employment opportunities.

PROFESSIONAL LICENSES REGARDLESS OF IMMIGRATION STATUS

The state of California has laws allowing individuals regardless of immigration status to obtain professional and occupational licensure, given that they meet all other requirements set forth by licensing boards. These laws assist students with navigating their career trajectory.

An important consideration: A licensed undocumented professional **without** work authorization may earn money as either an independent contractor or business owner as they cannot be hired legally as employees.

Senate Bill (SB) 1159

[SB 1159](#) is a California state law enacted in September 2014 that requires Department of Consumers Affairs (DCA) licensing boards to accept an Individual Taxpayer Identification Number (ITIN) in the place of a Social Security Number (SSN) for professional licenses. SB 1159 also prohibits any entity within the DCA from denying an applicant seeking a professional license based on immigration status. Review the [comprehensive list](#) of DCA licensing boards.

ELIGIBLE PROFESSIONAL LICENSES FOR UNDOCUMENTED STUDENTS

Accounting (CPA)

[Licensing Boards, by state](#)
[Professional Association](#)

Architecture

[Licensing Boards, by state](#)
[Information for Foreign-Education Professionals](#)
[Professional Association](#)

Athletic/Personal Training

[Licensing Boards, by state](#)

Massage Therapy

[Licensing Boards, by state](#)
[Professional Association](#)

Medicine

[Licensing Boards, by state](#)
[Information for Foreign-Educated Professionals](#)
[Professional Association \(Allopathic Medicine\)](#)
[Professional Association \(Osteopathic Medicine\)](#)

ELIGIBLE PROFESSIONAL LICENSES FOR UNDOCUMENTED STUDENTS (CONTINUED)

Audiology

[Licensing Boards, by state](#)
Professional Associations: [ASHA/AAA](#)

Aviation Occupations (including Pilot)

[Licensing Board](#) [Federal licensure]

Barbering & Cosmetology

[Licensing Boards, by state](#)

Chiropractic

[Licensing Boards, by state](#) Professional Association

Clinical Psychology

[Licensing Boards, by state](#)
Professional Associations: [APA/ABPP/](#)
[NASP](#)

Counseling (also see Clinical Psychology, Social Work)

[Licensing Boards, by state](#) Professional Association Professional Association (School Counseling).

Counseling: Marriage & Family Therapy (also see Clinical Psychology, Social Work)

[Licensing Boards, by state](#) Professional Association

Dentistry

[Licensing Boards, by state](#) Professional Association

Dental Hygiene

[Licensing Boards, by state](#) Professional Association

Dietetics & Nutrition

[Licensing Boards, by state](#) Information for Foreign-Educated Professionals

Midwifery

[Licensing Boards, by state](#)
Professional Associations: [MANA/](#)
[NACPM](#)

Nursing

[Licensing Boards, by state](#) Information for Foreign-Educated Professionals I Information for Foreign-Educated Professionals II Professional Association

Occupational Therapy

[Licensing Boards, by state](#) Professional Association

Optician

[Licensing Boards, by state](#) Professional Association

Optometry

[Licensing Boards, by state](#) Professional Association

Orthotics, Prosthetics and Pedorthics

[Licensing Boards, by state](#)

Pharmacy

[Licensing Boards, by state](#) Professional Association Information for Foreign-Educated Professionals

Physical Therapy

[Licensing Boards, by state](#) Information for Foreign-Educated Professionals Professional Association

Podiatry

[Licensing Boards, by state](#) Professional Association

Radiology Technician

[Licensing Boards, by state](#) Professional Association

ELIGIBLE PROFESSIONAL LICENSES FOR UNDOCUMENTED STUDENTS (CONTINUED)

Engineering

[Licensing Boards, by state](#)
[Information for Foreign-Educated Professionals I](#) [Information for Foreign-Educated Professionals II](#) [Professional Association](#)

Funerary Services

[Licensing Boards, by state](#)

Landscape Architecture

[Licensing Boards, by state](#) [Professional Association](#)

Law

[Licensing Boards, by state](#) [Professional Association](#)

Social Work (also see [Clinical Psychology, Counseling](#))

[Licensing Boards, by state](#) [Professional Association](#)

Speech Pathology

[Licensing Boards, by state](#) [Professional Association](#)

Teaching (Elementary & Secondary Level)

[Licensing Boards, by state](#) [Professional Associations: \[AFT/NEA\]\(#\)](#)

Veterinary Medicine

[Licensing Boards, by state](#)
[Information for Foreign-Educated Professionals](#) [Professional Association](#)

OTHER ASSEMBLY AND SENATE BILLS

Assembly Bill (AB) 2184

[AB 2184](#) is a California state law enacted in September 2018 that requires local governments (cities/counties) to accept a California ID/driver's license or ITIN in the place of a SSN in issuing business licenses.

Senate Bill (SB) 695

[SB 695](#) is a California state law enacted in September 2018 that prohibit licensing boards from requiring an individual to disclose either citizenship status or immigration status for purposes of licensure, or from denying licensure to an otherwise qualified and eligible individual based solely on his or her citizenship status or immigration.

Assembly Bill (AB) 1024

[AB 1024](#) is an assembly bill enacted in October 2013 that authorizes the Supreme Court to admit an applicant as an attorney at law in all the courts of the state, upon certification of the State Bar of California.

Senate Bill (SB) 788

[SB 788](#) is a senate bill enacted in February 2021 that prohibits consideration of race, religious creed, color, national origin, gender, marital status, sex, sexual identity, or sexual orientation to determine the approximate percentage of the permanent disability caused by other factors. The bill aims to eliminate bias and discrimination in the workers compensations system.

Senate Bill (SB) 1139:

[SB 1139](#) is a senate bill enacted in September 2016 that prohibits specified programs administered by any public or private postsecondary educational institution that offers such a program from denying admissions based on the citizenship status or immigration status of the applicant.

CAREER PLANNING

Career planning is conducting research on majors and careers of your interest. Together you and the career counselor will discuss your major and career of choice to create an action plan for your selection. It is important for undocumented students to not only conduct online research but to connect and establish relationships among the community to gain a strong understanding of their career choice in the world of work. This allows for students to develop a professional network and tap into their network for future employment or non-employment opportunities.

Some recommendations for gathering and conducting research are the following:

- [Informational Interviews](#)
- [Job Shadowing](#)
- Attend University Tours
- [Speak to University Representatives](#)
- Volunteer
- Meet with Professors
- Meet with Counselors



UNDOCUFRIENDLY CAREERS

There are several career opportunities available for undocumented students via professional consulting. Here we provide a list of the most popular careers **that may require certification**. If you do not see your career of interest below, make an appointment with a career counselor at the [Career/Transfer Center](#) which is located on the second floor of the Student Services (SS) building or call (626) 914-8639 to schedule an appointment.

The careers found in this section are organized by Citrus College's Career and Academic Pathways (CAPs).

BUSINESS & INFORMATION TECHNOLOGY CAREER AND ACADEMIC PATHWAY

Accountant

Employment Eligibility Without Work Authorization	CA License Required	Related Programs at Citrus College	Related Certificates Offered at Citrus College	Related Skill Awards Offered at Citrus College
Yes	Yes, Board of Accountancy	ADT Business Administration ADT Economics A.S Business	Accounting Business Informational Professional	Entrepreneurship Finance Marketing QuickBooks

Alternative careers: Entrepreneurship, Consulting, Bookkeeping, Payroll, Operations & Logistics, Change Management Consultant, Data Analyst, E-Mail Marketer, Frontend Web Developer, Information Technology Technician, Non-Profit Consultant, Organizational Development Consultant, PPC Marketer, Product Design, Project Manager, SEO Marketer, Social Media Strategist, Technical Writer, Auditing, Insurance, Marketing, Public Relations, Taxes, Strategic Branding and Public Relations.

RESOURCES

Professional Associations:

It is critical for undocumented students to become members of professional associations related to their career. If the fees to join the associations are too expensive, browse the website and familiarize yourself with the content found online. The goal is for you to gain knowledge on the current trends and buzz words within the industry. This will make you more marketable in the field and prepare you for paid and non-paid employment. This link includes a list of [professional organizations](#) related to accounting.

VISUAL ARTS, PERFORMING ARTS & DESIGN CAREER AND ACADEMIC PATHWAY

The careers in this CAP for professional consulting do not require licensure.

Art Teacher

Employment Eligibility Without Work Authorization	CA License Required	Related Programs at Citrus College	Related Certificates Offered at Citrus College	Related Skill Awards Offered at Citrus College
Yes	No	ADT Studio Arts ADT Art History ADT Elementary Teacher Education ADT Early Childhood Education AA Visual Arts AS Digital and Web Design	Ceramics-One Year Ceramics-Two Year Child Development Master Teacher Child Development Master Teacher-Early Intervention Child Development Teacher Digital and Web Design Website Development	Infant and Child Development Associate Teacher

Alternative careers: Make-up artist, floral design, Crafts and Fine Artists, Animator, Interior Designer, Art Therapist, Audio-Visual Technician.

RESOURCES

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Dance Instructor

Employment Eligibility Without Work Authorization	CA License Required	Related Programs at Citrus College	Related Certificates Offered at Citrus College	Related Skill Awards Offered at Citrus College
Yes	No	ADT Music ADT Theatre Arts AA Dance AA Music AA Theatre Arts AA Theatre Arts—Acting Emphasis	Commercial Dance	N/A

Alternative careers: Ballerina, Performing Artist, Soloist Dancer, Choreographer, Dance Director.

RESOURCES

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Graphic Designer

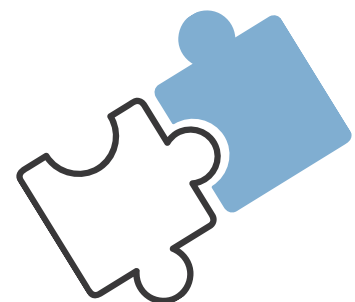
Employment Eligibility Without Work Authorization	CA License Required	Related Programs at Citrus College	Related Certificates Offered at Citrus College	Related Skill Awards Offered at Citrus College
Yes	No	ADT Studio Arts AA Visual Arts AS Digital and Web Design AS Design and Engineering Drawing Technology	Architectural Design Digital and Web Design Ceramics-One Year Ceramics-Two Year Computer Generated Imagery (CGI) Computer-Aided Design (CAD)- Architecture and Drafting Website Development	N/A

Alternative Careers: Product Design, UX/UI Designer, Web/Mobile Designer.

RESOURCES

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Videographer

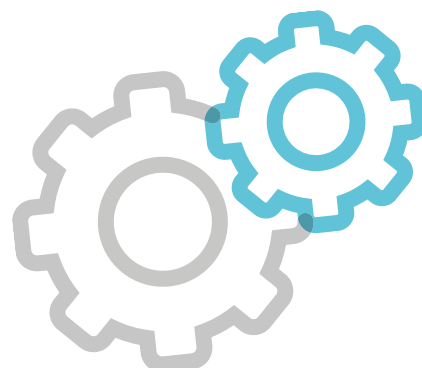
Employment Eligibility Without Work Authorization	CA License Required	Related Programs at Citrus College	Related Certificates Offered at Citrus College	Related Skill Awards Offered at Citrus College
Yes	No	ADT Studio Arts AA Visual Arts AS Digital and Web Design AS Photography	Photography Digital and Web Design Website Development	N/A

Alternative Careers: Video Producer/Editor, Photographer, Audio and Video Technician, Audiovisual Equipment Installer and Repairer, Backend Web Developer.

RESOURCES

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COMMUNICATION, LITERATURE & LANGUAGES CAREER AND ACADEMIC PATHWAY

The careers in this CAP for professional consulting do not require licensure.

Interpreter and Translator

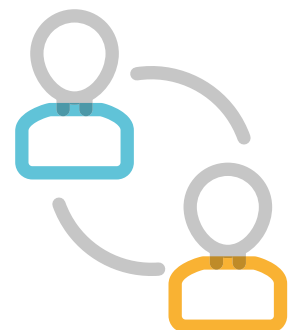
Employment Eligibility Without Work Authorization	CA License Required	Related Programs at Citrus College	Related Certificates Offered at Citrus College	**Noncredit Certificates of Competency or Completion
Yes	No	ADT Communication Studies ADT Spanish ADT English AA English Literature	Literature Writing Competency **There are a few CCC that offer a certification program for interpreter/ translator. Click here to see list of schools.	Customer Service Customer Service and Call Center Customer Service for Retail

Alternative Careers: Grant Writers, Technical Writer, Writer-Digital Content, Writer, Poet, Sign Language Interpreter.

RESOURCES

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EXERCISE & HEALTH SCIENCES CAREER AND ACADEMIC PATHWAY

Dental Assistant

Employment Eligibility Without Work Authorization	CA License Required	Related Programs at Citrus College	Related Certificates Offered at Citrus College	**Noncredit Certificates of Competency or Completion
No	No	Registered Dental Assisting A.S. Pre-Allied Health	Dental Assisting	N/A

Alternative Careers: Dental Hygienist. Note: Requires fingerprint clearances from the Department of Justice (DOJ) and/or Federal Bureau of Investigation (FBI).

RESOURCES

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Emergency Medical Technician (EMT)

Employment Eligibility Without Work Authorization	CA License Required	Related Programs at Citrus College	Related Certificates Offered at Citrus College	Related Skill Awards Offered at Citrus College
No	Yes	A.S Pre-Allied Health	N/A	Skill Award in Emergency Medical Technician (EMT)

Alternative Careers: *Paramedic, Emergency Management Directors, *Diagnostic Medical Sonographer, *Medical Laboratory Technician, *Radiology Technician, *Veterinary Technician.

*Note: Requires fingerprint clearances from the Department of Justice (DOJ) and/or Federal Bureau of Investigation (FBI).

RESOURCES

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Certified Nurse Assistant

Employment Eligibility Without Work Authorization	CA License Required	Related Programs at Citrus College	Related Certificates Offered at Citrus College	Related Skill Awards Offered at Citrus College
No	Yes, Vocational Nursing and Psychiatric Technicians, Board of	ADT Nutrition & Dietetics ADT Public Health Science A.S in Vocational Nursing A.S Pre-Allied Health A.S. Registered Nursing	N/A	Skill Award in Nurse Assistant Home Health Aide

Alternative Careers: Home Health Aide, Vocational Nursing, Registered Nursing, Psychiatric Technician.
 Note: Requires fingerprint clearances from the Department of Justice (DOJ) and/or Federal Bureau of Investigation (FBI).

RESOURCES

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SOCIAL & BEHAVIORAL STUDIES CAREER AND ACADEMIC PATHWAY

The careers in this CAP for professional consulting do not require licensure.

Educational Consultant

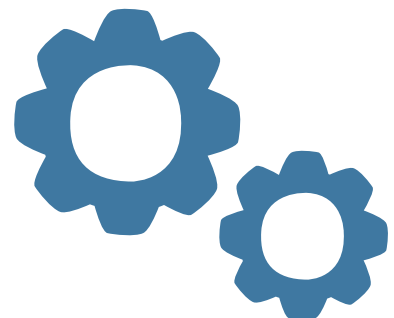
Employment Eligibility Without Work Authorization	CA License Required	Related Programs at Citrus College	Related Certificates Offered at Citrus College	Related Skill Awards Offered at Citrus College
Yes	No	ADT Elementary Teacher Education ADT Early Childhood Education ADT English ADT Psychology ADT Sociology	Child Development Master Teacher Child Development Master Teacher- Early Intervention Child Development Teacher Literature	Infant and Child Development Associate Teacher

Related Careers: Lawyer.

RESOURCES

Professional Associations

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CAREER & TECHNICAL EDUCATION CAREER AND ACADEMIC PATHWAY

Automotive Technician

Employment Eligibility Without Work Authorization	CA License Required	Related Programs at Citrus College	Related Certificates Offered at Citrus College	Related Skill Awards Offered at Citrus College
Yes	<p>Yes , Individual licenses offered for: Smog Check Inspector, Smog Check Repair Technician, Brake Adjuster, Lamp Adjuster.</p> <p>Click on Automotive Repair, Bureau of to review the business licenses.</p>	A.S Automotive Technology	<p>Automotive Maintenance and Light Repair</p> <p>Automotive Research and Development</p> <p>Automotive Service, Diagnosis and Repair- Master Technician</p> <p>Automotive Service, Diagnosis, and Repair- Toyota/Lexus/Scion Technician</p> <p>Automotive Service, Diagnosis & Repair – Undercar/Drivetrain Specialist</p> <p>Automotive Service, Diagnosis and Repair – Underhood Specialist</p> <p>Clean Energy and Vehicle Electrification Technology</p> <p>Diesel Engine Service, Diagnosis and Repair Technician</p> <p>Medium and Heavy-Duty Truck Service, Diagnosis and Repair Master Technician</p> <p>Stationary Power Generation Service, Diagnosis and Repair Technician</p>	<p>Automotive Emissions Inspection</p> <p>Engine Rebuilding and Machining</p> <p>Maintenance and Light Repair: Undercar</p> <p>Heating, Ventilation and Air Conditioning Technician (noncredit)</p>

Related Careers: HVAC Technician, Contractor, Landscape Architect, Electronics and Appliance Repair.

RESOURCES

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Cosmetology

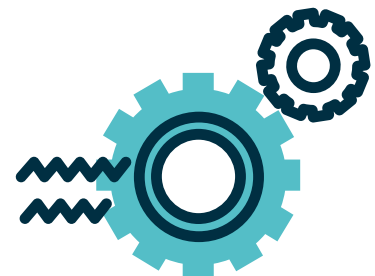
Employment Eligibility Without Work Authorization	CA License Required	Related Programs at Citrus College	Related Certificates Offered at Citrus College	Related Skill Awards Offered at Citrus College
Yes	Yes, Barbering and Cosmetology, Board of	A.S Cosmetology A.S Esthetician	Cosmetology Esthetician	N/A

Related Careers: Manicurists and Pedicurists, Skincare Specialists, Massage Therapists.

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STEM CAREER AND ACADEMIC PATHWAY

Electrical Engineering

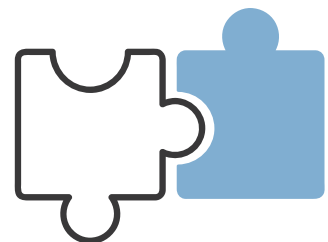
Employment Eligibility Without Work Authorization	CA License Required	Related Programs at Citrus College	Related Certificates Offered at Citrus College	Related Skill Awards Offered at Citrus College
Limited Access	Yes, Engineers , Land Surveyors , and Geologists , Board for Professional	ADT Physics ADT Mathematics A.S Pre-Engineering A.S. Designing and Engineering Drawing Technology A.S Physical Science	N/A	Engine Rebuilding and Machining

Related Careers: *Electronics Engineering Technician, Chemical Engineer, Civil Engineer, Fire Protection Engineer, Industrial Engineer, Industrial Engineering Technician, Manufacturing Technician, Mechanical Design Engineer, Mechanical Engineer, Mechanical Testing Engineer, Metallurgical Engineer, Nuclear Engineer, Operations Technician, Petroleum Engineer, Quality Engineer, Robotic Technician, Software Testing Engineer.* **Note:** Most of these occupations will require fingerprint clearances from the Department of Justice (DOJ) and/or Federal Bureau of Investigation (FBI).

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Biological Technician

Employment Eligibility Without Work Authorization	CA License Required	Related Programs at Citrus College	Related Certificates Offered at Citrus College	Related Skill Awards Offered at Citrus College
Limited Access	No	ADT Biology ADT Physics ADT Mathematics ADT Environmental Science A.S Biological Sciences A.S Biotechnology A.S Physical Science	Biomanufacturing	N/A

Related Careers: *Chemical Technician, Biochemist, Biophysicist, Agricultural and Food Science Technician, Environmental Science and Protection Technician, Scientist.*

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Information Technology Technician

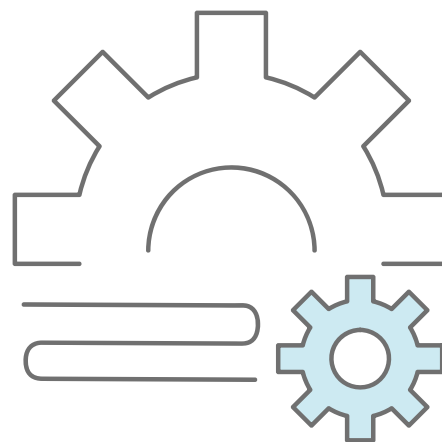
Employment Eligibility Without Work Authorization	CA License Required	Related Programs at Citrus College	Related Certificates Offered at Citrus College	Related Skill Awards Offered at Citrus College
Yes	No	No	ADT Computer Science ADT Mathematics A.S Physical Science	N/A

Related Careers: *Computer and Information Research Scientist, Computer Programmer, Software Developer, Product Design.*

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Q & A FOR PROFESSIONAL EDUCATION

REGISTERED NURSING

Can students in California apply to nursing program(s) without a Social Security Number (SSN)?

Yes, California Medical DREAMER opportunity Act Senate Bill (SB 1139) prohibits medical degree programs from denying admission to students based on their citizenship or immigration status.

Can students get a background check without SSN or Employment Authorization Document (EAD)?

Yes, students do not need a SSN or EAD to get a background check. It is recommended to speak with the nursing program, clinical site and company running the background check for further instructions on how to proceed.

Can students take the National Council Licensure Examination (NCLEX) with an ITIN and apply for their professional license in California?

Yes, California Board of Registered Nursing (BRN) will accept an ITIN to apply for the NCLEX.

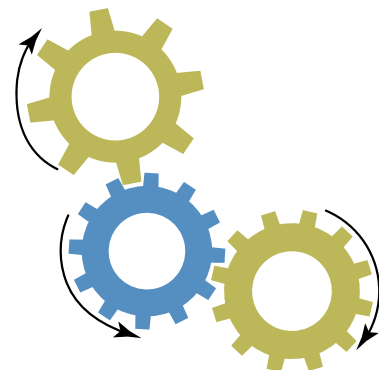
LAW SCHOOL

Can students apply and practice law without SSN?

Yes, Assembly Bill 1024 authorizes the Supreme Court to allow applicants who are not lawfully present in the United States to practice law.

Can students take the State Bar of California and apply for their professional license in California?

Yes, applicants who do not have a SSN are required to submit a request for an exemption during the online registration process. Applicants are not required to have a SSN to be admitted to practice law in California.



JOB SEARCH STRATEGIES FOR PAID AND UNPAID OPPORTUNITIES

The secret to volunteer, internship, and employment opportunities for undocumented students is to find experiences that will allow you to develop diverse **transferable skills**. The job/internship search process is a **job in itself**. When searching for opportunities, consider the following:

- 1. Type of position, type of institution/employer, geographic preference**
 - o Is it a DREAMer friendly company?
 - o Is it geographically undocumented friendly?
- 2. Skills you wish to develop/strengthen to attain career goals**
 - o What skills have you acquired from classes or non-paid opportunities?
- 3. Short/long term goals for achieving career goals**
 - o Make an action plan of your short-term and long-term goals

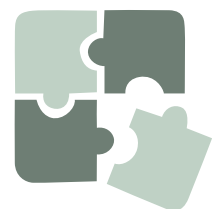
STRATEGY 1: THE SEARCH FOR PAID AND NON-PAID OPPORTUNITIES

There are many online resources for finding paid and non-paid opportunities. For undocumented students, it is encouraged to seek opportunities that will enhance your [network](#) to lead you to various opportunities within your career pathway. The experiences listed below can lead to several paid and non-paid opportunities, including but not limited to the following:

- o [Internships](#)
- o Fellowships
- o Research
- o Shadowing Professionals
- o Clubs & Leadership positions
- o Community Organizing
- o Professional Associations
- o Professor Office Hours
- o Meet & Greet Events
- o Peer Mentoring
- o [Informational Interviews](#)

Here is a list of [job opportunities](#) for UndocuProfessionals. You may search by industry, skills, location, job title, cultural identities, and keywords. You may also want to consider joining the [UndocuProfessional network](#).

It is critical for students to capitalize on these paid and non-paid experiences as these opportunities may lead to future long lasting employment opportunities, sponsorships, letters of recommendation, referrals, career advice, and ally support. All experiences you have may impact your professional connection within your reach. Now more than ever, professionals are recognizing that sharing their network is a powerful tool for promoting social mobility and they want to help.



DREAMer FRIENDLY COMPANIES

The companies below are TheDream US Employer Partners or signed a 2020 [pro-DACA amicus brief](#) which was submitted to the Supreme Court of the United States.

These companies shared their collective assessments about the value of hiring DACA employees. These are companies undocumented students may want to explore for opportunities as they publicly declared support for undocumented individuals.

A Medium Corporation	CareZone, Inc.
Adobe Systems Incorporated	Checkr, Inc.
Affirm, Inc.	Chegg, Inc.
Airbnb, Inc.	Chobani, LLC
Akamai Technologies, Inc.	Cisco Systems, Inc.
Amazon.com, Inc.	Citrix Systems, Inc.
Ampush, LLC	Civis Analytics, Inc.
Asana, Inc.	Cloudera, Inc.
Aspen Skiing Company, LLC	Cloudflare, Inc.
Atlassian Corp, Plc	Codecademy
Autodesk, Inc.	Color Genomics, Inc.
Azavea, Inc.	Columbia Group, LLP
Bank of America	Cummins, Inc.
Ben & Jerrys Homemade, Inc.	Doordash
Berry Appleman & Leiden, LLP	Driscoll's
Best Buy, Inc.	Dropbox, Inc.
Box, Inc.	Enterprise Rent-A-Car
Braze, Inc.	eBay, Inc.
Brightcove, Inc.	Ernst & Young, LLP

Exelon Corp	Intel Corporation
Facebook, Inc.	JAND, Inc. d/b/a Warby Parker
Fastly, Inc.	Kickstarter, PBC
Foossa	Knotel
Foursquare Labs, Inc.	Lam Research Corporation
Gap, Inc.	Levi Strauss & Co
General Assembly Space, Inc. DBA General	Linden Research, Inc. DBA Linden Lab
Golden Door Scholars	Lydecker Diaz
Google, LLC	Lyft, Inc.
Graham Holdings Company	Mapbox
Greenough Consulting Group	Marriott International, Inc.
Hewlett Packard Enterprise	Medidata Solutions, Inc.
Hilton Worldwide Holdings	Molecule Software, Inc.
HMS Holdings Corp	MongoDB, Inc.
Host Hotels and Resorts, Inc.	MPOWERD, Inc.
HP, Inc.	Netflix, Inc.
IBC Bank	NETGEAR, Inc.
IBM Corporation	National Grid
IKEA North American Services, LLC	NewsCred, Inc.
Imgur, Inc.	Niskanen Center
Indiegogo, Inc.	Okta, Inc.

OpenAI, LLC	Teach For America
Patreon, Inc.	The Nielsen Company
PayPay Holdings, Inc.	Thumbtack, Inc.
Pinterest, Inc.	TNTP, Inc.
Planet Labs, Inc.	TPG Capital
Postmates	TransferWise, Inc.
Red Ventures	TripAdvisor, LLC
Rippling	Turner Morris, Inc.
Salesforce.com, Inc.	Turo, Inc.
Scopely, Inc.	Twitter, Inc.
ServiceNow	Truist (formaly BB&T)
Shutterstock, Inc.	TheDream.US
Space Exploration Technologies Corp.	Uber Technologies, Inc.
Spokeo, Inc.	Univision Communications, Inc.
SpotHero, Inc.	Upwork, Inc.
Spotify USA Inc.	Verizon Communications, Inc.
Square, Inc.	Via Transportation, Inc.
Squarespace, Inc.	Western Union
Starbucks Coffee Company	Workday, Inc.
Strava, Inc.	Y Combinator Management, LLC
SurveyMonkey, Inc.	Year Up
Tampa Bay Tech	Yelp, Inc.
Target	Zendesk, Inc.
TaskRabbit, Inc.	ZenPayroll, Inc. d/b/a Gusto
Tesla, Inc.	

STRATEGY 2: IDENTIFY TRANSFRABLE SKILLS

Transferable Skills are a core set of skills and abilities that can be applied to a wide range of industries. Undocumented students should identify general and technology skills they hold along with the abilities recommended for their career of interest. Identifying these skills and abilities can assist you with developing into the desired employee.

As a student, you have an assorted number of transferable skills. It is important to profit from the skills you have gained and apply them to your everyday living to strengthen and market yourself in your career pathway.

Here are a few common transferable skills that can be transferred across industries.

Transferable Skill	Example
Communication	Writing, speaking, listening
Critical Thinking	Analysis, problem-solving, strategic planning, decision making
Self-Management	Good time management, organized, motivated, responsible
Interpersonal	Understanding, diplomatic, discreet, supportive, assertive
Team Work	Work effectively in group, ability to work with others
Leadership	Initiative, take responsibility, build rapport with others, charismatic
Creativity	Develop, appreciate, nonconforming, adapt to change, problem solver
Interpersonal Skills	Advise clients, develop relationships, mediate problems, negotiate
Organizing Skills	Coordinate projects/events, meet deadlines
Research and Analytical Skills	Gather, interpret and analyses information, critical, evaluate information
Personal Development	Know yourself and find ways to develop, evaluate own performance
Information Technology	Effective use of computer and technology, IT skills, word processing, spreadsheets

Retrieved: <https://www.careeronestop.org/JobSearch/Resumes/ResumeGuide/TopResumeStrategies/identify-transferable-skills.aspx> <https://careers.usc.edu/students/find-a-job/tips/transferable-skills/>



Fighting Owl Tip: Caretaking, construction, housekeeping, etc. are experiences with transferable skills that can help with building your resume. Be sure to [make an appointment](#) with a career counselor to discuss your experiences and identify the skills needed for your career of interest.

ENTREPRENEURSHIP & FREELANCING

Entrepreneurship, freelancing, setting up your Limited Liability Company (LLC) and working as a consultant are viable ways to pursue a career and generate income for undocumented individuals with or without work authorization. Whether by independent contracting or starting a business, various career opportunities exist through this avenue, ranging from photography and graphic design to legal services and tax preparation services. When researching a career of interest, the list below can offer undocumented students a sense of what opportunities exist and how earning a living would look through entrepreneurship or freelancing.

Note: If you are not eligible for a Social Security Number, it may be due to your immigration status. It is recommended to request an Individual Tax Identification Number (ITIN) to pay federally required taxes on your earned income. In many cases, ITINs can also be used to open up bank accounts or taking out loans.

TAXES AND INDIVIDUAL TAXPAYER IDENTIFICATION NUMBER (ITIN)

- [ITIN Guide](#)
- [ITIN 101: Everything you want to know about ITINs But Don't Know What to Ask \(Webinar\)](#)
- [Q & A about Individual Taxpayer Identification Number from the National Immigration Law Center](#)

Handout/Guide

- [Social Entrepreneurship](#)
- [Working for Yourself Guide](#)
- [Independent Contractor Brainstorming Worksheet](#)
- [Income Generation Options for Undocumented Students Toolkit](#)
- [5 Tips to Get Started as An Independent Contractor/Freelancer](#)
- [Contracting Opportunities](#)
- [Undocuhustle-learn how to leverage your skills, knowledge and experience to generate income through contracting or business start-ups](#)
- [Alternative Income & Career Options for Undocumented Students Google Folder](#)
- [LATTC Entrepreneurship Non-credit Certificate Program](#)

Newsletter

- [Immigrants Rising's Entrepreneurship Newsletter](#) (Listserv sign-up)
- <https://www.undocuprofessionals.net/>

Webinar

- [Income and Career Alternatives for Undocumented Students](#)
- [New\(Ish\) Rights in CA: State Legislation to Support Undocumented Immigrant Entrepreneurs](#)
- [Personal Stories of Undocumented Entrepreneurs](#)
- [Income Generation Webinar Series](#)
- [Working for Yourself](#)

Social Media

- @undocuprofessionals (Instagram)

FEE WAIVERS FOR STANDARDIZED TESTING

[LSAT Fee Waiver— Available for undocumented students with DACA](#)

- Qualification: have been granted deferred action under Deferred Action for Childhood Arrivals (DACA) or have applied for deferred action under DACA

[MCAT Fee Waiver—Available for undocumented students with DACA](#)

- Qualification: have been granted deferred action for Childhood Arrivals status

PODCASTS

[First Gen Self-Starters: Creating New Organizations](#)

[First Gen Self-Starters: Opening a Coffeeshop in Northern Ireland](#)

[DACA-What it means for Undocumented First Gens](#)

[Experts by Experience Podcast \(Episode 5\)](#)

[College Conversations: Undocumented Students and College; Myths & Advice](#)



INTERNSHIP AND FELLOWSHIP RESOURCES

Here are resource links with internships, fellowships and jobs that are available to students with and without DACA or SSN. This is a great way to begin to develop your resume and network opportunities.

[Internships for Non-DACA students](#)

[Venturize](#)

[Career Development Program](#)

[Entrepreneurship Fund](#)

[Immigrants Rising's List of Fellowships for Undocumented Students](#)

[Immigrants Rising Entrepreneurship Support](#)

[Pre-Law Fund](#)

[Pre-Law Bootcamp](#)

[Pre-Health Dreamers' Internship List](#)

COMMUNITY AND VOLUNTEER SERVICE OPPORTUNITY

CALIFORNIA DREAM ACT SERVICE INCENTIVE GRANT PROGRAM (DSIG)

The [California Dream Act Service Incentive Grant Program](#) encourages California Dream Act Application students with a Cal Grant B award to perform community or volunteer service. The California Student Aid Commission will award up to \$3,000 per academic year (up to \$1,500 per semester or \$1,000 per quarter) to 2,500 eligible students. The grant will be available to the student for up to 8 semesters or 12 quarters while they have a Cal Grant B award.

Should you have questions or need assistance with DSIG, make an appointment with the Citrus College [UndocuLiaison at the Dream Resource Center](#) located inside the Ross L. Handy Campus Center or call (626) 914-8546.

SCHOLARSHIPS

Some of these scholarships are specifically for undocumented students and others are not restricted by citizenship.

- [2021 Scholarship and Fellowship Lists](#)
- [MALDEF Scholarship Resource Guide-2021-2022](#)
- [PepsiCo Cesar Chavez Latino Scholarship](#)
- [The Anheo Project Dream Scholarship](#)
- [United Methodist GBHEM General Scholarships](#)
- [10,000 Degrees](#)
- [A.W. Bodine – Sunkist Growers Scholarship](#)
- [Andres y Maria Cardenas Family Foundation Scholarships](#)
- [Association of Raza Educators \(ARE\)](#)
- [Beca Foundation Scholarships](#)
- [Blackhawk Women’s Scholarship Fund](#)
- [California Strawberry Scholarships](#)
- [CANFIT Scholarships](#)
- [CCNMA: Latino Journalists of California Scholarships](#)
- [Chicana Latina Foundation](#)
- [Chicano Organizing & Research in Education \(CORE\)](#)
- [Colorado ASSET](#)
- [Colorado Educational Services & Development Association \(CSEDA\) Scholarships](#)
- [Congressional Hispanic Caucus Institute Scholarships](#)
- [Davis Putter Scholarship Fund](#)
- [Education First](#)
- [eQuality Scholarships](#)
- [Esperanza Education Fund Scholarships](#)
- [Frank Terrazas Scholarship at El Rancho High School](#)
- [Gallagher Student Health Careers Scholarship](#)

SCHOLARSHIPS (CONTINUED)

- [Golden Door Scholars](#)
- [Good Tidings Foundation](#)
- [Hispanic Community Affairs Council](#)
- [Hispanic Scholarship Fund](#)
- [Migrant Students Foundation](#)
- [National Association of Hispanic Journalists Scholarships](#)
- [New Leader Scholarship](#)
- [PG&E Scholarships](#)
- [Pursuit of Excellence Scholarships](#)
- [QuestBridge](#)
- [Scholarship America Dream Award](#)
- [SHPE Foundation Scholarships](#)
- [TheDREAM.us Scholarship](#)
- [Western Union Family Scholarship](#)
- [Women's Foundation of California Smart Cookie Scholarship Fund](#)
- [I'm First! Scholarship](#)
- [Kaiser Permanente Health Care Career Scholarship](#)
- [Kennedy-King Memorial College Scholarship](#)
- [La Raza Youth Scholarships](#)
- [La Unidad Latina Foundation](#)
- [Maisin Scholars](#)
- [Marcus Foster Education Fund](#)
- [McConnell Foundation Scholars Program](#)

Note: Deadlines for each scholarship application may vary.



GLOSSARY OF TERMS

Career: The pursuit of a lifelong occupation with opportunities for advancement. Can require a degree or completed studies at a university or institution of higher education. It can involve special training and extensive knowledge in a particular field.

Career Development: The continuous process of managing one's life, learning and working in order to advance forward.

Career Planning: The process of choosing a career by engaging in self-knowledge, self-exploration and decision-making.

Deferred Action for Childhood Arrivals (DACA): A policy that protects 8,000,000 people who entered the United States unlawfully as children. The policy allows individuals to receive a renewable two-year period of deferred action from deportation and become eligible for a work permit in the United States.

DREAMer: Young undocumented immigrants who were brought to the United States as children, who have lived and gone to school in the United States and often identify as American.

Entrepreneur: An individual who starts their own business.

Independent Contractor: A self-employed individual that provides a professional service or product for which they are specifically contracted and have complete control over the work (what will be done and how it will be done).

Individual Taxpayer Identification Number (ITIN): A tax processing number issued by the Internal Revenue Service (IRS). The IRS gives ITINs to individuals required to have a United States taxpayer identification number but do not have and are not eligible to obtain a Social Security Number from the Social Security Administration.

Industry: A group of establishments that provide similar services.

Major: A group of core classes required by a college in order to receive a degree in an area you specialize in.

Professional License: A state's grant of legal authority to practice a profession within a designated scope of practice.

Undocumented Student: A foreign national who: (1) entered the United States without inspection or with fraudulent documents or (2) entered legally as a nonimmigrant but then violated the terms of his or her stay and remained in the United States without authorization (as defined by the National Immigration Law Center).



QUESTIONS?

For more information or to schedule an appointment with a career counselor, visit the Career/Transfer Center at Citrus College located in the Student Services (SS) building on the second floor or call (626) 914-8639. You may also schedule a career appointment online through the [CTC online appointment scheduler](#).



Hours of Operation:

Monday and Thursday, 8:00 a.m. to 5:00 p.m.
Tuesday and Wednesday, 8:00 a.m. to 7:00 p.m.
Friday 8:00 a.m. to 4:30 p.m.

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