

Career/Transfer Center



UNDOCUMENTED STUDENT CAREER GUIDE



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To access the links found in the Undocumented Student Career Guide,
please scan the following QR code. You will be directed to the online version of the guide:





UNDOCUMENTED STUDENT GUIDE

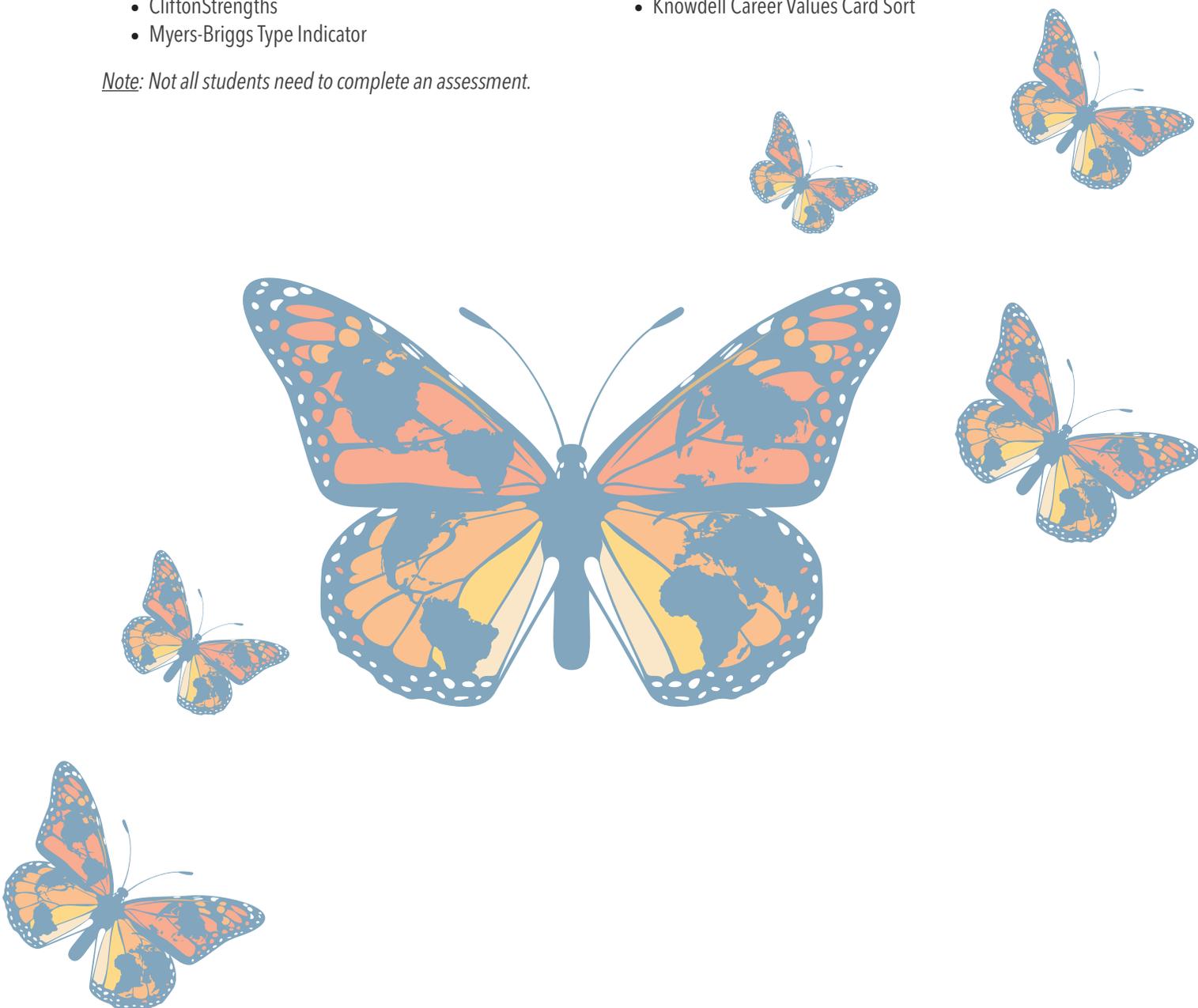
The Citrus College Career/Transfer Center (CTC) assists undocumented students in their career exploration process. You and a career counselor may explore personality, interests, values and skills, as well as how they can be applied to a career of your interest. You may learn and discuss education, professional licenses, accreditations and certifications needed for careers of interest. In addition, you may 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 with all 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
- CliftonStrengths
- Myers-Briggs Type Indicator
- Strong Interest Inventory
- Knowdell Career Values Card Sort

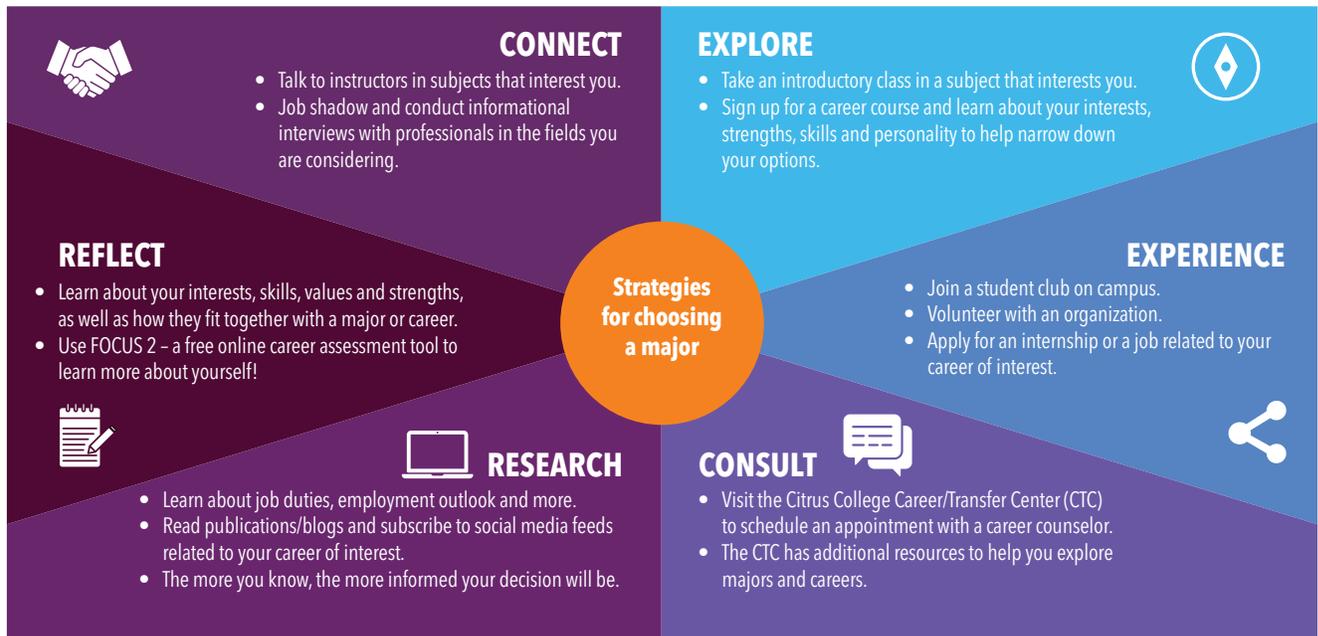
Note: Not all students need to complete an assessment.



CAREER DEVELOPMENT PROCESS FOR UNDOCUMENTED STUDENTS

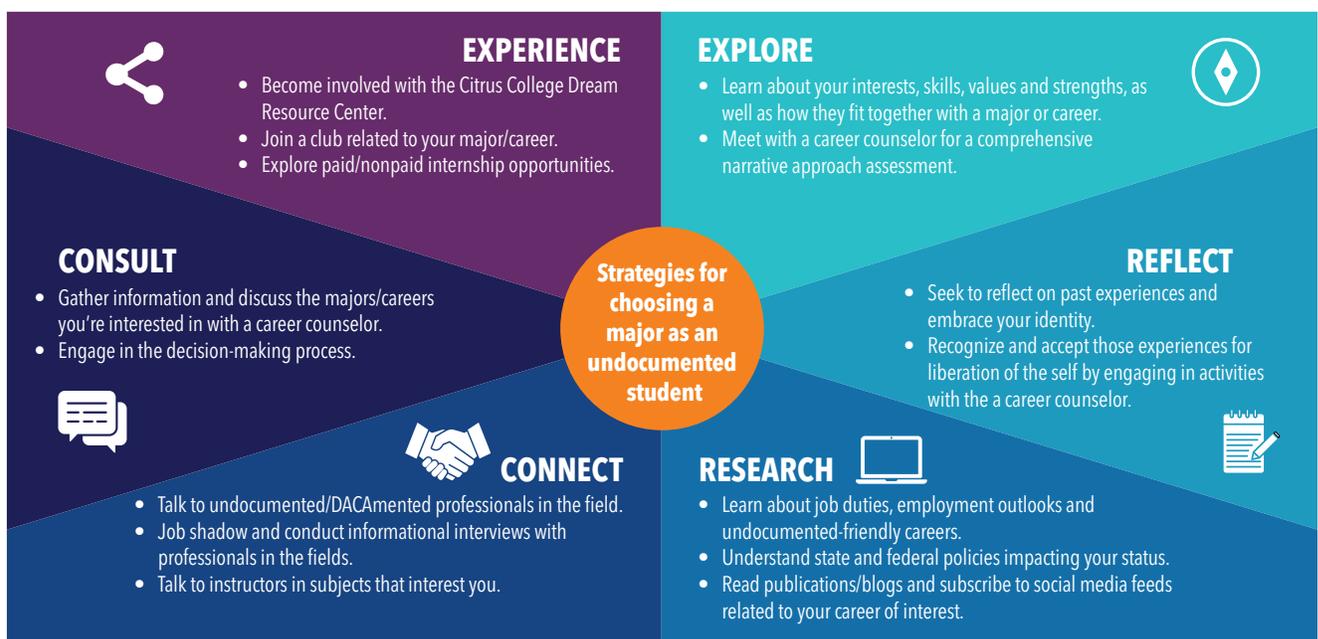


TRADITIONAL STUDENT CAREER PLANNING MODEL



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

NONTRADITIONAL STUDENT CAREER PLANNING MODEL



The nontraditional 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 AND MAJORS AS AN UNDOCUMENTED STUDENT

Many students have difficulty choosing a major or career. Undocumented students experience additional challenges regarding 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, provided they meet all other requirements set forth by licensing boards. These laws assist students in 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 legally hired as employees.

Senate Bill 1159

Enacted in September 2014, SB 1159 requires California State Department of Consumer Affairs (DCA) licensing boards to accept an Individual Taxpayer Identification Number (ITIN) in 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 this [comprehensive list](#) of DCA licensing boards.

BENEFITS TO GRANTING PROFESSIONAL LICENSES

Licensure Checklist

Use the checklist to guide you to:

- Contact the state licensing board and ask for guidance on whether you will need lawful status, an SSN or an ITIN to:
 - Obtain a license;
 - Complete required clinical hours; or
 - Complete a background check/fingerprint check.
- Obtain an ITIN if you do not have an SSN.

(from www.thedream.us)



ELIGIBLE PROFESSIONAL LICENSES FOR UNDOCUMENTED STUDENTS

Accounting (CPA)

[Licensing boards by state](#)

Architecture

[Licensing boards by state](#)

Athletic/Personal Training

[Licensing boards by state](#)

Audiology

[Licensing boards by state](#)

Professional associations: [ASHA](#) / [AAA](#)

Aviation Occupations (including pilot)

[Licensing boards by state](#) (federal licensure)

Barbering and Cosmetology

[Licensing boards by state](#)

Chiropractic

[Licensing boards by state](#)

Clinical Psychology

[Licensing boards by state](#)

Professional associations: [APA](#) / [ABPP](#) / [NASP](#)

Counseling (see also Clinical Psychology, Social Work)

[Licensing boards by state](#)

Counseling: Marriage and Family Therapy

(see also Clinical Psychology, Social Work)

[Licensing boards by state](#)

Dental Hygiene

[Licensing boards by state](#)

Dentistry

[Licensing boards by state](#)

Dietetics and Nutrition

[Licensing boards by state](#)

Engineering

[Licensing boards by state](#)

Funeral Services

[Licensing boards by state](#)

Landscape Architecture

[Licensing boards by state](#)

Law

[Licensing boards by state](#)

Massage Therapy

[Licensing boards by state](#)

(voluntary certification; no exam required)

Medicine

[Licensing boards by state](#)

Midwifery

[Licensing boards by state](#)

Nursing

[Licensing boards by state](#)

Occupational Therapy

[Licensing boards by state](#)

Optician

[Licensing boards by state](#)

Optometry

[Licensing boards by state](#)

Orthotics, Prosthetics and Pedorthics

[Licensing boards by state](#)

Pharmacy

[Licensing boards by state](#)

Physical Therapy

[Licensing boards by state](#)

Podiatry

[Licensing boards by state](#)

Radiology Technician

[Licensing boards by state](#)

Social Work (see also Clinical Psychology, Counseling)

[Licensing boards by state](#)

Speech Pathology

[Licensing boards by state](#)

Teaching (elementary and secondary level)

[Licensing boards by state](#)

Professional associations: [AFT](#) / [NEA](#)

Veterinary Medicine

[Licensing boards by state](#)



LIST OF ALL CALIFORNIA CONTRACTOR LICENSURES

Must have an SSN or ITIN

- Asbestos abatement
 - Boiler, water heating and steam fitting
 - Building moving/demolition
 - Cabinet millwork and finish carpentry
 - Concrete
 - Construction zone traffic control
 - Drywall
 - Earthworking and paving
 - Electrical sign
 - Elevator
 - Fencing
 - Fire protection
 - Flooring and floor covering
 - Framing and rough carpentry
 - General building
 - General engineering
 - General manufacturing housing
 - Glazing
 - Insulation and acoustical
 - Landscaping
 - Lathing and plastering
 - Lock and security equipment
 - Masonry
 - Ornamental metal
 - Painting and decorating
 - Parking and highway improvement
 - Pipeline
 - Plumbing
 - Refrigeration
 - Reinforcing steel
 - Residential remodeling contractor
 - Roofing
 - Sanitation systems
 - Sheet metal
 - Solar
 - Structural steel
 - Swimming pool
 - Tile (ceramic and mosaic)
 - Tree and palm contractor
 - Warm air heating, ventilating and air conditioning
 - Water conditioning
 - Welding
 - Well drilling
-

ASSEMBLY AND SENATE BILLS

Assembly Bill 2184

Enacted in September 2018, AB 2184 requires local governments (cities/counties) to accept a California ID, driver's license or ITIN in place of an SSN when issuing business licenses.

Senate Bill 695

Enacted in September 2018, SB 695 prohibits 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 their citizenship or immigration status.

Assembly Bill 1024

Enacted in October 2013, AB 1024 authorizes the Supreme Court of California to admit an applicant as an attorney at law in all state courts, upon certification by the State Bar of California.

Senate Bill 788

Enacted in February 2021, SB 788 prohibits the consideration of race, religious creed, color, national origin, gender, marital status, sex, sexual identity or sexual orientation when determining the percentage of permanent disability caused by other factors. It aims to eliminate bias and discrimination in the workers' compensation system.

Senate Bill 1139

Enacted in September 2016, SB 1139 prohibits specified programs administered by any public or private postsecondary educational institution that offers such a program from denying admission based on the citizenship status or immigration status of the applicant.



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

Some recommendations for gathering and conducting research are the following:

- [Informational interviews](#)
- [Job shadowing](#)
- Attend university tours
- Seek internships and fellowships
- Identify a mentor
- Join clubs
- [Speak to university representatives](#)
- Volunteer
- Meet with instructors
- Meet with counselors

UNDOCUFRIENDLY CAREERS BY CAREER ACADEMIC PATHWAYS

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 in the [Career/Transfer Center](#) (CTC) by stopping by the second floor of the Student Services Building or by calling 626-914-8639.

The careers found in this section are organized by Citrus College Career and Academic Pathway (CAP).

BUSINESS AND INFORMATION TECHNOLOGY CAREER AND ACADEMIC PATHWAY

Accountant				
Employment Eligibility Without Work Authorization	California License Required	Related Degrees at Citrus College	Related Certificates at Citrus College	Related Skill Awards at Citrus College
Yes	<u>Yes, California Board of Accountancy</u>	<u>ADT Business Administration 2.0</u> <u>ADT Economics</u> <u>AS Business</u>	<u>Accounting</u> <u>Business Information Professional</u> <u>Business Entrepreneurship</u> <u>Human Resources Management I</u> <u>Income Tax I</u> <u>Management I</u> <u>Marketing</u> <u>Payroll Accounting</u> <u>QuickBooks</u>	<u>Finance</u>

Related careers: Auditor, Bookkeeper, Change Management Consultant, Data Analyst, E-Mail Marketer, Entrepreneur, Front-End Web Developer, Information Technology Technician, Insurance Agent, Marketing Specialist, Nonprofit Consultant, Organizational Development Consultant, Operations and Logistics Coordinator, Pay-Per-Click (PPC) Marketer, Payroll Specialist, Product Designer, Project Manager, Public Relations Specialist, Search Engine Optimization (SEO) Marketer, Social Media Strategist, Strategic Branding Consultant, Technical Writer, Tax Specialist.

Professional Associations

It is critical for undocumented students to become members of professional associations related to their career. If the fees to join these 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 buzzwords in the industry. This will make you more marketable in the field and prepare you for paid and nonpaid employment. Visit the following page for a list of professional organizations related to accounting:

https://bit.ly/ProfessionalOrganizations_Accounting.

VISUAL ARTS, PERFORMING ARTS AND DESIGN CAREER AND ACADEMIC PATHWAY

Art Teacher				
Employment Eligibility Without Work Authorization	California License Required	Related Degrees at Citrus College	Related Certificates at Citrus College	Related Skill Awards at Citrus College
Yes	<u>Yes, licensing boards by state</u>	<u>ADT Art History</u> <u>ADT Early Childhood Education</u> <u>ADT Elementary Teacher Education</u> <u>ADT Studio Arts</u> <u>AA Visual Arts</u> <u>AS Digital and Web Design</u>	<u>Ceramics – One Year</u> <u>Ceramics – Two Year</u> <u>Child Development Teacher</u> <u>Child Development Master Teacher</u> <u>Child Development Master Teacher – Early Intervention</u> <u>Digital and Web Design</u> <u>Website Development</u>	<u>Child Development Associate Teacher</u> <u>Infant and Child Development Associate Teacher</u>

Related careers: Animator, Art Therapist, Audio-Visual Technician, Crafts and Fine Arts Artist, Floral Designer, Interior Designer, Make-Up Artist.

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Dance Instructor				
Employment Eligibility Without Work Authorization	California License Required	Related Degrees at Citrus College	Related Certificates at Citrus College	Related Skill Awards at Citrus College
Yes	No	<u>ADT Music</u> <u>ADT Theatre Arts</u> <u>AA Dance</u> <u>AA Music</u> <u>AA Theatre Arts</u> <u>AA Theatre Arts – Acting Emphasis</u>	<u>Commercial Dance</u>	<u>Basic Still-Life and Portrait Drawing for Older Adults</u>

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

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Graphic Designer

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

Related careers: Product Designer, User Experience (UX)/User Interface (UI) Designer, Web/Mobile Designer.

Professional Associations

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https://bit.ly/ProfessionalOrganizations_StudioArts.

Videographer

Employment Eligibility Without Work Authorization	California License Required	Related Degrees at Citrus College	Related Certificates at Citrus College	Related Skill Awards at Citrus College
Yes	No	<u>ADT Studio Arts</u> <u>AA Visual Arts</u> <u>AS Digital and Web Design</u> <u>AS Photography</u>	<u>Photography</u> <u>Digital and Web Design</u> <u>Website Development</u>	<u>Drone Technology</u>

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

Professional Associations

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https://bit.ly/ProfessionalOrganizations_StudioArts.

COMMUNICATION, LITERATURE AND LANGUAGES CAREER AND ACADEMIC PATHWAY

General certification is typically not required for interpreters and translators. Workers may show proficiency by passing a variety of optional certification tests. The [American Translators Association](#) provides certification in many language combinations. (from [OHH](#))

Interpreter and Translator				
Employment Eligibility Without Work Authorization	California License Required	Related Degrees at Citrus College	Related Certificates at Citrus College	Related Skill Awards at Citrus College
Yes	No	ADT Communication Studies 2.0 ADT English ADT Spanish AA English Literature	Literature Writing Competency *Some California community colleges offer a certification program for interpreter/ translator. Click here to see a list of schools.	Customer Service Customer Service and Call Center Customer Service for Retail

Related careers: Digital Content Writer, Grant Writer, Poet, Sign Language Interpreter, Technical Writer, Writer.

Professional Associations

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https://bit.ly/ProfessionalOrganizations_ForeignLanguage.

EXERCISE AND HEALTH SCIENCES CAREER AND ACADEMIC PATHWAY

Dental Assistant				
Employment Eligibility Without Work Authorization	California License Required	Related Degrees at Citrus College	Related Certificates at Citrus College	Related Skill Awards at Citrus College
Yes	<u>Yes, unlicensed dental assistant requirements</u>	<u>Registered Dental Assisting</u> <u>ADT Biology</u> <u>AS Biological Sciences</u> <u>AS Pre-Allied Health</u>	<u>Dental Assisting</u>	<u>Medical Terminology</u>

Related careers: Dental Hygienist*, Dental Laboratory Technician, Dental Office Manager, Dental Sales and Marketing Specialist, Dentist.

*Requires fingerprint clearance from the U.S. Department of Justice (DOJ) and/or the Federal Bureau of Investigation (FBI).

Professional Associations

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https://bit.ly/ProfessionalOrganizations_DentalAssisting.

Emergency Medical Technician (EMT)				
Employment Eligibility Without Work Authorization	California License Required	Related Degrees at Citrus College	Related Certificates at Citrus College	Related Skill Awards at Citrus College
No	<u>Yes</u>	<u>AS Pre-Allied Health</u>	N/A	<u>Emergency Medical Technician (EMT)</u>

Related careers: Diagnostic Medical Sonographer*, Emergency Management Director, Medical Laboratory Technician*, Paramedic*, Radiology Technician*, Veterinary Technician*.

*Requires fingerprint clearance from the U.S. Department of Justice (DOJ) and/or the Federal Bureau of Investigation (FBI).

Professional Associations

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Certified Nurse Assistant

Employment Eligibility Without Work Authorization	California License Required	Related Degrees at Citrus College	Related Certificates at Citrus College	Related Skill Awards at Citrus College
No	<u>Yes, Board of Vocational Nursing and Psychiatric Technicians</u>	<u>ADT Nutrition and Dietetics</u> <u>AS Vocational Nursing</u> <u>AS Pre-Allied Health</u> <u>AS Registered Nursing</u>	N/A	<u>Nurse Assistant</u> <u>Home Health Aide</u>

Related careers: Diagnostic Medical Sonographer, Home Health Aide, Psychiatric Technician*, Registered Nurse, Respiratory Therapist, Vocational Nurse.

*Requires fingerprint clearance from the U.S. Department of Justice (DOJ) and/or the Federal Bureau of Investigation (FBI).

Professional Associations

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SOCIAL AND BEHAVIORAL STUDIES CAREER AND ACADEMIC PATHWAY

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

Educational Consultant				
Employment Eligibility Without Work Authorization	California License Required	Related Degrees at Citrus College	Related Certificates at Citrus College	Related Skill Awards at Citrus College
Yes	No	<u>ADT Early Childhood Education</u> <u>ADT Elementary Teacher Education</u> <u>ADT English</u> <u>ADT Psychology</u> <u>ADT Sociology</u>	<u>Child Development Teacher</u> <u>Child Development Master Teacher</u> <u>Child Development Master Teacher – Early Intervention</u> <u>Literature</u>	<u>Infant and Child Development Associate Teacher</u>

Related careers: Lawyer, Postsecondary Teacher.

Professional Associations

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https://bit.ly/ProfessionalOrganizations_Consulting.

CAREER AND TECHNICAL EDUCATION CAREER AND ACADEMIC PATHWAY

Automotive Technician

Employment Eligibility Without Work Authorization	California License Required	Related Degrees at Citrus College	Related Certificates at Citrus College	Related Skill Awards at Citrus College
Yes	Yes, individual licenses offered for: Smog Check Inspector, Smog Check Repair Technician, Brake Adjuster, Lamp Adjuster <u>Visit the California Bureau of Automotive Repair to review business licenses</u>	<u>AS Automotive Technology</u>	<u>Automotive Research and Development</u> <u>Clean Energy and Vehicle Electrification Technology</u> <u>Diesel Engine Service, Diagnosis and Repair – Technician</u> <u>Medium and Heavy-Duty Truck Service, Diagnosis and Repair – Master Technician</u> <u>Stationary Power Generation Service, Diagnosis and Repair – Technician</u>	<u>Automotive Emissions Inspection</u> <u>Engine Rebuilding and Machining</u> <u>Maintenance and Light Repair – Undercar</u> <u>Maintenance and Light Repair – Underhood</u> <u>Introduction to Automotive Service (Noncredit Certificate of Completion)</u>

Related careers: Contractor, Electronics and Appliance Repair, Heating, Ventilation and Air Conditioning (HVAC) Technician, Landscape Architect.

Professional Associations

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https://bit.ly/ProfessionalOrganizations_Auto.

Cosmetology

Employment Eligibility Without Work Authorization	California License Required	Related Degrees at Citrus College	Related Certificates at Citrus College	Related Skill Awards at Citrus College
Yes	<u>Yes, California Board of Barbering and Cosmetology</u>	<u>AS Cosmetology</u> <u>AS Esthetician</u>	<u>Cosmetology</u> <u>Esthetician</u>	N/A

Related careers: Manicurist and Pedicurist, Massage Therapist, Skincare Specialist.

Professional Associations

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https://bit.ly/ProfessionalOrganizations_Cosmetology.

STEM CAREER AND ACADEMIC PATHWAY

Electrical Engineering

Employment Eligibility Without Work Authorization	California License Required	Related Degrees at Citrus College	Related Certificates at Citrus College	Related Skill Awards at Citrus College
Limited Access	<u>Yes, Board for Professional Engineers, Land Surveyors, and Geologists</u>	<u>ADT Mathematics</u> <u>ADT Physics</u> <u>AS Design and Engineering Drawing Technology</u> <u>AS Physical Science</u> <u>AS Pre-Engineering</u>	<u>Computer-Aided Design (CAD) – Architecture and Drafting</u> <u>Computer-Generated Imagery (CGI)</u>	<u>Engine Rebuilding and Machining</u>

Related careers: Chemical Engineer, Civil Engineer, Electronics Engineering Technician, 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.

*Most of these occupations will require fingerprint clearance from the U.S. Department of Justice (DOJ) and/or the Federal Bureau of Investigation (FBI).

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https://bit.ly/ProfessionalOrganizations_Engineering.

Information Technology Technician

Employment Eligibility Without Work Authorization	California License Required	Related Degrees at Citrus College	Related Certificates at Citrus College	Related Skill Awards at Citrus College
Yes	No	<u>ADT Business Administration 2.0</u> <u>ADT Computer Science</u> <u>ADT Mathematics</u> <u>AS Physical Science</u>	N/A	N/A

Related careers: Computer and Information Research Scientist, Computer Programmer, Computer Support Specialist, Computer Systems Analysts, Product Design, Software Developer.

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https://bit.ly/ProfessionalOrganizations_InformationTech.

Biological Technician

Employment Eligibility Without Work Authorization	California License Required	Related Degrees at Citrus College	Related Certificates at Citrus College	Related Skill Awards at Citrus College
Limited Access	No	<u>ADT Biology</u> <u>ADT Environmental Science</u> <u>ADT Mathematics</u> <u>ADT Physics</u> <u>AS Biological Sciences</u> <u>AS Biotechnology</u> <u>AS Physical Science</u>	<u>Biomanufacturing</u>	N/A

Related careers: Agricultural and Food Science Technician, Biochemist, Biophysicist, Chemical Technician, Clinical Laboratory Technologist and Technician, Environmental Science and Protection Technician, Epidemiologist, Forensic Science Technician, Microbiologist, Scientist, Zoologist.

Professional Associations

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REGISTERED NURSING

Q: Can students in California apply to a nursing program without an SSN?

A: Yes, SB 1139 (2016) prohibits medical degree programs from denying admission to students based on their citizenship or immigration status. Citrus College is proud to accept students from all backgrounds, regardless of citizenship or immigration status, into its nursing programs.

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

A: Yes, students do not need an SSN or EAD to get a background check. However, it is recommended that you speak with the nursing program, clinical site and company running the background check for additional instructions on how to proceed.

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

A: Yes, the California Board of Registered Nursing will accept an ITIN to apply for the NCLEX.

LAW SCHOOL

Q: Can students apply and practice law without an SSN?

A: Yes, AB 1024 authorizes the Supreme Court of California to allow applicants who are not lawfully present in the United States to practice law.

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

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

MEDICAL SCHOOL

Q: Can undocumented students take the MCAT?

A: Yes, the Medical College Admission Test (MCAT) is a required entrance exam for all prospective medical students. Taking your MCAT before March or April is best, so you receive your scores with ample time before applying. Taking your MCAT earlier will also give you time to retake the exam if you are unsatisfied with your scores. You can delay, reschedule or cancel your MCAT if you need more time to study or strengthen your performance. The MCAT can take 6-7 hours, so we recommend practicing stamina. The exam tests you on a variety of science subjects.

Q: What are medical schools' policies on accepting Deferred Action for Childhood Arrivals (DACA) status students?

A: Some medical schools accept DACA students while others do not. Visit the [Association of American Medical Colleges' Medical School Admission Requirements \(MSAR\) Reports for Applicants and Advisors](#) (PDF) to learn which medical schools accept DACA students. Finding out whether you qualify for admission may take time and effort. You will usually not get a simple "yes" or "no" answer from staff since many medical schools do not have a "policy" and have yet to admit their first undocumented student. If the program does not take DACA students or undocumented students without DACA, you are encouraged to contact administrators who oversee the program, such as the dean. You can also contact the officer or department of equity, diversity and inclusion. They may have some leverage to change policies that block undocumented students. (from www.phdreamers.org/educational)

DENTAL SCHOOL

Q: What dental schools can undocumented students attend?

A: At this time, a list of dental schools accessible to DACA, Temporary Protected Status (TPS) or non-SSN students is not available. Some schools have previously admitted a DACA student or a TPS student; however, a record of the support they received from the institutions is not readily available.

Q: Do I need an SSN to go to dental school?

A: To register for the Dental Admission Test (DAT) – the exam taken by potential dental school students – applicants only need one government-issued ID with a photograph and signature (e.g., driver's license or passport) and one ID with a signature (e.g., SSN card, credit card or library card). (from www.phdreamers.org/educational)



OTHER HEALTH CAREER PATHWAYS FOR STUDENTS IN CALIFORNIA

Are you a pre-health student interested in additional health career pathways?

The following information is provided by Pre-Health Dreamers, an organization focused on supporting undocumented students who are interested in pursuing careers in health-related fields.

[Click here to learn more about professional programs](#) (PDF).

Please consult with a career counselor to guide and support you in your educational journey. It is also recommended that you contact the Pre-Health Dreamers team for any specific questions about this information.

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JOB SEARCH STRATEGIES FOR PAID AND NONPAID OPPORTUNITIES



The secret to finding volunteer, internship and employment opportunities for undocumented students is to pursue experiences that will allow you to develop diverse, transferable skills. When searching for opportunities, consider the following:

- Type of position, type of institution/employer and geographic preference:
 - Is it a Dreamer-friendly company?
 - Is it geographically undocumented-friendly?
- Skills you wish to develop/strengthen to attain your career goals:
 - What skills have you acquired from classes or nonpaid opportunities?
- Short- and long-term goals for achieving your career objectives:
 - Make an action plan of your short- and long-term goals

STRATEGY 1: THE SEARCH FOR PAID AND NONPAID OPPORTUNITIES

There are many online resources for finding paid and nonpaid opportunities. For undocumented students, you are 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 nonpaid opportunities, including:

- [Internships](#)
- Fellowships
- Research
- Shadowing professionals
- Clubs and leadership positions
- Community organizing
- Professional associations
- Instructor office hours
- Meet-and-greet events
- Peer-mentoring
- [Informational interviews](#)

Visit the following page for job opportunities from UndocuProfessionals: https://bit.ly/Jobs_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 undocumented students to capitalize on these paid and nonpaid experiences, as they may lead to future, long-lasting employment opportunities, sponsorships, letters of recommendation, referrals, career advice and ally support. All experiences you have may positively impact your professional connections. More than ever, professionals are recognizing that sharing their network is a powerful tool for promoting social mobility.



STRATEGY 2: IDENTIFY TRANSFERABLE 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 possess, along with the abilities recommended for their career of interest. Identifying these skills and abilities can help you become a desired employee.

As an undocumented student, you have a variety of transferable skills. It is important to benefit from these skills and apply them to your life to strengthen and market yourself in your career of interest.

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

Transferable Skill	Examples
Communication	Writing, speaking, listening
Critical Thinking	Problem solving, strategic planning, decision making
Self-Management	Managing time, motivating teammates, organizing
Interpersonal	Understanding, supporting, acting diplomatically yet assertively, exercising care and discretion
Teamwork	Working effectively in groups, camaraderie with others
Leadership	Building rapport with colleagues, demonstrating initiative and responsibility, showing charisma
Creativity	Solving problems, adapting to change, developing ideas, appreciating input
Organization	Coordinating projects/events, meeting deadlines
Research and Analysis	Gathering, interpreting, evaluating and analyzing critical information
Personal Development	Knowing oneself, finding ways to develop and evaluate own performance
Technology	Using computers and technology proficiently, including word processing, spreadsheets, websites, etc.

(from www.careeronestop.org/JobSearch/Resumes/ResumeGuide/TopResumeStrategies/identify-transferable-skills.aspx and <https://careers.usc.edu/resources/transferable-skills/>)

Fighting Owl Tip: Caretaking, construction, housekeeping, etc., are experiences with transferable skills that can help build 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.



STRATEGY 3: DEVELOP A RESUME

Undocumented students have unique skills and qualifications due to their diverse, nontraditional employment experiences. It is important for undocumented students to develop a resume by brainstorming:

- Professional experiences: paid and nonpaid opportunities, on-campus mentorships, summer jobs, internships, volunteering
- Academics: class projects, research opportunities, internships
- Extracurricular activities: student organizations, leadership roles, sports, memberships and professional associations
- Awards/recognition: academics, certifications, skills awards, achievements, training

If you find yourself having a tough time brainstorming, make an appointment with a career counselor to assist you with the process. Regardless of immigration status, every student should be able to develop a comprehensive resume.

ENTREPRENEURSHIP AND FREELANCING

Entrepreneurship, freelancing, setting up a limited liability company (LLC) or 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 by starting a business, various career opportunities exist through this avenue, ranging from photography and graphic design to legal guidance 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 an SSN, it may be due to your immigration status. It is recommended to request an ITIN to pay federally required taxes on your earned income. In many cases, ITINs can also be used to open up bank accounts and take 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 \(webinar\)](#)
- [ITIN Frequently Asked Questions](#) (PDF)

Handouts/Guides

- [Social Entrepreneurship](#)
- [Working for Yourself](#)
- [Independent Contractor Brainstorming Worksheet](#)
- [Income Generation Options for Undocumented Students Toolkit](#) (PDF)
- [Five Tips to Get Started as an Independent Contractor/Freelancer](#)
- [Online Contracting Opportunities in High Demand](#)
- [Making Money – #UndocuHustle Film](#)

Newsletters

- [Immigrants Rising Entrepreneurship Listserv](#)
- [Empowering Undocumented Students & Allies with Support and Opportunities](#)

Noncredit Certificates

- [Citrus College Business Entrepreneurship Noncredit Certificate Program](#)

Webinars

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



Social Media (Instagram)

[@undocuprofessionals](#)

[@undoculove](#)

[@undocutalks](#)

[@undocuchisme](#)

[@undocumentor](#)

[@citrusdreamcenter](#)

[@phdreamers](#)

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](#)
- [“When You’re a DREAMer” with Sherelin & Yessenia](#)
- [College Conversations: Undocumented Students and College; Myths & Advice](#)
- [The Undocumented Archives](#)
- [Undocumented Black Girl](#)
- [UndocuTalks](#)

FEE WAIVERS FOR STANDARDIZED TESTING

[Law School Admission Test \(LSAT\) fee waiver](#) – available for undocumented students with DACA

- Qualification: must have been granted deferred action under DACA or have applied for deferred action under DACA

[Medical College Admission Test \(MCAT\) fee assistance](#) – available for undocumented students with DACA

- Qualification: must have been granted deferred action under DACA

INTERNSHIP AND FELLOWSHIP RESOURCES

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

- [Internship/Fellowship Resource Sheet](#)
- [Mental Health Career Program](#)
- [List of Scholarships and Fellowships](#)
- [Immigrants Rising Entrepreneurship Support](#)
- [Pre-Law Fund](#)
- [Pre-Law Bootcamp](#)
- [Pre-Health Dreamers’ Financial Resources](#)

COMMUNITY AND VOLUNTEER SERVICE OPPORTUNITY

CALIFORNIA DREAM ACT SERVICE INCENTIVE GRANT

The [California Dream Act Service Incentive Grant \(DSIG\)](#) encourages California Dream Act 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 eight semesters or 12 quarters while they have a Cal Grant B award.

For more information and to request assistance with the DSIG, make an appointment with the Citrus College UndocuLiaison by calling 626-914-8546 or visit the [Dream Resource Center](#) located inside the Ross L. Handy Campus Center.

SCHOLARSHIPS

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

- [10,000 Degrees – Scholarships For Low Income Students](#)
- [Andres y Maria Cardenas Family Foundation AMCFF Scholarship](#)
- [Association of Raza Educators Scholarship](#)
- [A.W. Bodine – Sunkist Growers Scholarship](#)
- [BECA Foundation Scholarships](#)
- [Blackhawk Scholarship Fund](#)
- [CANFIT Scholarships](#)
- [Chicana Latina Foundation Leadership and Scholarship Program](#)
- [Congressional Hispanic Caucus Institute Programs](#)
- [Davis-Putter Scholarship Fund](#)
- [Education First Scholarships](#)
- [eQuality Scholarship Collaborative](#)
- [Esperanza Education Fund Scholarship](#)
- [Frank Terrazas Scholarship Program at El Rancho High School](#)
- [Gallagher Health Careers Scholarship Program](#)
- [Good Tidings Foundation Education & Scholarships](#)
- [Hispanic Community Affairs Council Scholarships](#)
- [Hispanic Scholarship Fund Scholar Program](#)
- [I'm First! Scholarship Searches](#)
- [Immigrants Rising List of Scholarships and Fellowships](#)
- [Kaiser Permanente Health Career Scholarships](#)
- [Kennedy-King Memorial College Scholarship Fund](#)
- [La Unidad Latina Foundation Scholarship Program](#)
- [MALDEF Scholarship Resource Guide](#)
- [Maisin Scholarship](#)
- [Marcus Foster Education Institute Scholarship](#)
- [McConnell Scholars Program](#)
- [Migrant Students Foundation Scholarships](#)
- [National Association of Hispanic Journalists Scholarships](#)
- [New Leader Scholarship](#)
- [PepsiCo Cesar Chavez Latino Scholarship](#)
- [PG&E Grants & Scholarships](#)
- [Pursuit of Excellence Scholarships](#)
- [Que Llueva Café Scholarship](#)
- [QuestBridge Scholarships](#)
- [Road to Hire – Golden Door Scholars](#)
- [Scholarship America Dream Award](#)
- [ScholarSHPE](#)
- [TheDream.US Scholarships](#)
- [United Methodist GBHEM General Scholarships](#)
- [Western Union Foundation Global Scholarships](#)

Note: Deadlines for each scholarship application vary.

GLOSSARY OF TERMS



Career: The pursuit of a lifelong occupation with opportunities for advancement. Can require a degree or completed studies at a college or university. It can also 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 designed to protect approximately 8 million people who entered the United States unlawfully as children. It provides eligible recipients who apply and are approved with a renewable two-year period of deferred action from deportation and eligibility 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 who provides a professional service or product for which they are specifically contracted and have complete control over the work (e.g., 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 who do not have and are not eligible to obtain an SSN from the U.S. Social Security Administration.

Industry: A group of establishments that provide similar services.

Major: A group of core classes required by a college or university in order to receive a degree in an area of specialization.

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 their stay and remained in the United States without authorization (as defined by the National Immigration Law Center).

QUESTIONS?



For more information and to schedule an appointment with a career counselor, call 626-914-8639 or visit the Career/Transfer Center located in the Student Services Building on the second floor.

You may also schedule a career appointment online through the [Career Services Appointment Scheduling System](#).

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