TRACK 1:
Creating Sustainable Models for Career Development

OVERVIEW
AGENDA

• Expectations & Track Structure
  o Track 1: Creating Sustainable Models for Career Development

• Overview of NEBOs
  o What are they? Why are they important to equitable career success?

• Legal Considerations

• Word Bank – words to use and not use

• Examples of NEBO programs

• NEBO Trends
  o Areas of opportunity and challenges
Presenters

Laura Bohorquez Garcia
Director – Undocumented Student Resource Center
University of California - Davis

Nicole Wesley
Senior Program Manager – Career Supports
TheDream.US
FOCUS: How institutions can build and sustain Non-Employment Based Opportunities (NEBOs) on-campus to provide inclusive career development opportunities to undocumented students regardless of status.

EXPECTATIONS & TRACK 1 STRUCTURE:

Creating Sustainable Models for Career Development

INTRODUCTION & OVERVIEW
10:45AM – 11:15AM

PANEL
11:15AM – 12:00PM

LUNCH
12:00PM – 1:30PM

BREAKOUT GROUPS
1:45PM – 4:15PM

1. Building a NEBO Program
   Beginner Track
2. Sustaining and Expanding a NEBO Program
   Advanced Track
OVERVIEW OF NEBOs

NEBO = Non-Employment Based Opportunity

- Inclusive, paid experiential learning opportunity (typically paid via a stipend, scholarship, or award)
- Educational in nature and is student-led
- Primarily benefits the student and their academic and professional development
- Receives mentorship and guidance
- Open to undocumented students regardless of immigration status
Why NEBOs are Important in Supporting Career Success and Equity

- Provide hands-on experience and skill development
- Increase professional network
- Build confidence & articulation of transferable skills
- Foster innovation and creativity
- Provide financial support to students
- Move away from inequitable unpaid internships and fellowships
- Address majors that require internship/fellowships to graduate
- Allow career development and experiential learning for ALL students

Every student is deserving of the option to participate in paid experiential learning opportunities.
LEGAL CONSIDERATIONS

• Non-Employment vs Employment
  o DOL Fact Sheet #71 – uses “primary beneficiary test” to determine if student is an employee under FLSA

• What current opportunities can be expanded to undocumented students?

• Learning Outcomes & Description
  o Clear written description outlining terms (duration, responsibilities, learning outcomes)

• Funding & Fund Disbursement

• Tax Implications
NEBO WORD BANK

What are NEBOs called at your institution/organization?

Created by: Laura Bohorquez Garcia M.Ed.

- Non-employment based opportunities
- Inclusive internships or fellowships
- Experiential learning opportunities
- Leadership building internships
- Skill building experiential opportunities
<table>
<thead>
<tr>
<th>Instead of these</th>
<th>Use these</th>
</tr>
</thead>
<tbody>
<tr>
<td>Supervisor, boss</td>
<td>Coach, mentor</td>
</tr>
<tr>
<td>Payment, hourly wage</td>
<td>Grant, stipend, scholarship, education award</td>
</tr>
<tr>
<td>Job</td>
<td>Inclusive internship/fellowship, experiential learning opportunity, non-employment based opportunity</td>
</tr>
<tr>
<td>I'm at work</td>
<td>I'm at my host/engagement site</td>
</tr>
<tr>
<td>Work hours</td>
<td>Site hours, engagement hours</td>
</tr>
<tr>
<td>Required hours of engagement, must work x hours a week/month</td>
<td>Suggested hours of engagement per week/month</td>
</tr>
<tr>
<td>1:1 check-in meetings</td>
<td>Coaching or mentorship meetings</td>
</tr>
<tr>
<td>You will be paid x</td>
<td>You will be compensated x or you will receive a stipend of up to $X pending the individual amount of space available in your financial aid</td>
</tr>
<tr>
<td>Scholar staff, student staff, career staff</td>
<td>Team, scholar team, student interns</td>
</tr>
</tbody>
</table>

Created by: Laura Bohorquez Garcia M.Ed.
<table>
<thead>
<tr>
<th>When thinking of reaching students, consider:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Undocumented students with and without work authorization are highly encouraged to apply.</td>
</tr>
<tr>
<td>Students with (AB540- In–state tuition policy) or (CADAA- state financial aid policy) are highly encouraged to apply.</td>
</tr>
<tr>
<td>SSN or ITIN not required for this opportunity.</td>
</tr>
<tr>
<td>Open to currently enrolled, full-time or part-time students who do not qualify for FAFSA.</td>
</tr>
<tr>
<td>Students with or without TPS, SIJS, and DACA are highly encouraged to apply.</td>
</tr>
<tr>
<td>Immigration status is not a barrier to access this opportunity.</td>
</tr>
</tbody>
</table>

Created by: Laura Bohorquez Garcia M.Ed.
1. Be expansive. Create collaborative ways to use any unused university or state funds – i.e. CA Dream Loan and Dream Service Incentive Grant.

2. Create grants/scholarships that compensate past unpaid experiential experiences.

3. Create counter spaces alongside career fairs –Think of NEBO fairs –organizations and employers who are affirming of different immigration statuses and are open to contract opportunities and entrepreneurial pathways.

4. Create alongside undocumented students - i.e. Experiential Learning Award for students hoping to or currently engaging in an unpaid experiential experience.

5. Align and work in synergy with university goals, what opportunities can this bring? i.e. UCD seeking HSI designation, 04A campaign on hold, new state funding.
6. Look into creating a repository of the majors/minors that have an internship requirement. Ask yourself are there opportunities to collaborate with your career center with programming and or funding?

7. Look into the areas on campus that consistently have students requesting to create an independent studies course.

8. Incentivize faculty or graduate/professional students who have grants to join these collective efforts. Can their funding provide stipends for NEBOs and mutually support their research goals/needs?

9. Review current areas that engage large student populations. Can these be converted to NEBOs i.e. orientation leaders, student government roles, registered student organization e-board members, cultural center internships/roles.

10. Can you create a training for staff and faculty to: 1) learn about NEBOs and help create awareness, 2) showcase the details of creating a NEBO on campus 3) and shift campus culture?
EXAMPLES NATIONWIDE

Institutional:
Community Advocate Program – University of California Davis (CA) – Internships hosted at the Undocumented Student Resource Center (Mental Health, Political Education, Outreach, etc.)

Experiential Learning Fellowship- John Jay College of Criminal Justice (NY) – Internships hosted within Jon Jay and Community Partners (social media, growth coordinator, English school intern)

Regional:
Sacramento Valley College Corps – UC Davis, along with Sacramento State University, Sacramento City College and Woodland Community College form the regional Sacramento Valley College Corps, or SVCC. College Corps fellows serve 450 hours in an area of K-12 Education, Food Insecurity, or Climate Action over the course of the academic year. This roughly equates to 15 hours a week. Up to $7,000 living stipend (throughout term of service or up to $700/month) + $3,000 Education Award upon completion of 450 service hours.
EXAMPLES NATIONWIDE

Statewide:

Californians For All College Corps (CA)- The #CaliforniansForAll College Corps will help create debt-free pathways to college while engaging students across the state in solving problems in their communities. This first of its kind initiative was launched in partnership with California colleges and universities. Over the next four years these partner campuses will deploy more than 10,000 College Corps Fellows to tackle statewide challenges, and for the first time, we are proud to include AB 540 CA Dream Act Students in a state service program.

More resources can be found here.
CHALLENGES AND GAPS IN THE FIELD

1. Interplay of programs at the state and or institutional level – For example: California Student Aid Commission (State Aid), Dream Service Incentive Grant (statewide internship funding), SVCC (regional program), Opportunity for All (campaign to access jobs requiring work authorization at UC level), and more.

2. Staff/faculty capacity to mentor students engaging in NEBOs.

3. Staff and faculty awareness on how to re-structure current team roles, programs, and understand how to create/implement NEBOs.

4. Cost of attendance by state. Limitations of receiving financial aid that is needs based vs merit based?. This might be different for graduate and professional students.

5. What counts as part of a student's cost of attendance? Does emergency funding count towards this? Can this change?

6. Grant requirements vs the time of engagement required of students, student organizers, etc.
CHALLENGES AND GAPS IN THE FIELD

Created by: Laura Bohorquez Garcia M.Ed.

7. Shared responsibility with placement of NEBO opportunities on a campus and navigating career choice of alignment with student’s developmental goals.

8. Academic unit requirements – Is this harming student's ability to fulfill graduation requirements? Is this adding a financial cost to students that is not needed?

9. NEBOs for graduate and professional school students.

10. NEBOs that focus on STEM opportunities.

11. Funding Disbursement – is it given all at once, per quarter/semester, divided into payments per quarter/semester.

12. Visibility and support of communicating transferable skills – i.e. students engaging in NEBOs based in social sciences, but the student’s career track is in STEM.

13. Cultural Change – moving away from a culture of unpaid labor “volunteering.”
HELPFUL RESOURCES

Presidents’ Alliance on Higher Ed & Immigration:
- NEBO Planning Template
- Fellowships and Other Non-Employment Based Opportunities for Undocumented Students
- FAQ on Experiential and Funding Opportunities for Undocumented Students
- Creating Inclusive Eligibility Requirements for Undocumented Students

Immigrants Rising:
- Creating Fellowship Programs – For Educational Institutions
Laura Bohorquez Garcia
Director – Undocumented Student Resource Center
innerworkcollectivefreedom@gmail.com

Nicole Wesley
Senior Program Manager – Career Supports
nicole.wesley@thedream.us
THANK YOU!