

TEMPORARY PROTECTIVE STATUS FAQs FOR EMPLOYERS



Federal Work Authorization Policies FAQ for Employers

In September 2023, the U.S. Secretary of Homeland Security announced the extension and redesignation for Temporary Protected Status (TPS) for 18 months for Venezuelan Nationals in the United States as of July 31, 2023. Certain Venezuelan nationals who arrived in the United States on July 31, 2023 or earlier may be eligible to apply for the Temporary Protection Status (TPS). There are many advantages to TPS, including work authorization.

Certain migrant parolees arriving from the Southwest Border are or will be eligible to apply for work authorization.



What is Temporary Protective Status (TPS) and Employment Authorization Document (EAD)?

Temporary Immigration Status (TPS) is provided to nationals of specifically designated countries with ongoing armed conflict, environmental disaster, or extraordinary, temporary conditions. It provides work authorization and protection from deportation to foreign nationals from those countries who are in the U.S. at the time of the designation. TPS does not directly lead to permanent legal status in the U.S., and is NOT a pathway to citizenship, nor is it the same as applying for Asylum.

Employment Authorization Documents (EADs) are granted to TPS-eligible individuals and migrants who entered the U.S. under special parole programs, allowing them to work legally in the U.S.

What is the impact of the TPS and EAD policies on Illinois employers?

It is estimated that approximately 10,000 adult individuals in Illinois could be eligible for TPS status and EAD. These are potential employees who have passed extensive background and security checks as part of their TPS/EAD applications. Employment is a crucial step for migrants to rebuild their lives and provide for themselves and their families, but it's more than a job; it is an important means of strengthening communities.

How soon will TPS and EAD eligible individuals be able to work?

The state is working with the federal agencies to expedite the processing time and assist TPS and EAD eligible individuals when applying for work authorization. There are already a small number of TPS and EAD eligible individuals who are authorized to work. It is anticipated that each month from November 2023 on there will be a growing number of TPS and EAD eligible individuals who can work legally in the U.S.

As an employer, what documentation will I need to see in order to offer job opportunities to TPS and EAD eligible individuals?

Employers can request to see Employment Authorization Documents (EADs) as proof that the potential employees are in fact allowed to work legally in the U.S.



Additional information on documentation employers may accept can be found [HERE](#).

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How can we connect with new arrivals who will become eligible to work?

Illinois WorkNet America Job Centers provide universal access to workforce services. These centers focus on helping job seekers across Illinois – including refugees and other eligible non-citizens authorized to work in the U.S. – access training, employment, and education opportunities.



Employers and job seekers can search to connect with American Job Center staff in their local area [HERE](#).

I'm an employer outside Chicago. Aren't most new arrivals in Chicago?

There are newly TPS/EAD eligible individuals around the State, not just Chicago. New Arrivals living in Chicago may also be willing to relocate. Employers are encouraged to connect with their local American Job Center to access training and hiring resources. While Centers do not maintain a database of TPS/EAD candidates, employers can share information about their workforce needs to connect with job seekers.



What might we need to know about working with English Language Learners (ELL)/recent migrants?

Employers can create an inclusive and supportive workplace for ELL and recent migrants through cultural sensitivity, clear communication, translation services, a supportive environment, mentorship, and support to enroll in English as a second language (ESL) classes. Illinois Community Colleges and other literacy providers offer free classes to Illinois residents who are non-native English speakers.



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