

HIRING THE JUSTICE-IMPACTED CERTIFICATE

Program Description

Barriers to employment for people with criminal records remain a pressing challenge for organizations and communities alike. As more employers seek to expand their talent pipelines and create a stronger workforce, understanding the legal landscape and best practices around hiring justice-impacted individuals has become essential. This certificate empowers you to navigate the complexities of employment law as it relates to justice-impacted individuals, equipping you to create effective hiring strategies, often referred to as “fair-chance” hiring.

You will explore the far-reaching effects of mass incarceration on workforce participation and examine the laws and compliance requirements that govern the hiring of individuals with criminal records. Through practical guidance, you’ll determine how to address background check limitations, develop strategies to widen your applicant pool, and implement internal practices that foster retention and advancement for justice-impacted employees. You’ll also discover how to leverage partnerships with workforce development and community-based organizations to support your hiring initiatives.

By completing this program, you will be prepared to confidently support job seekers, champion fair employment practices, and build more resilient teams.

Key Takeaways

- Analyze legal obligations and responsibilities when evaluating candidates with criminal records
- Understand employment laws and regulations governing hiring practices
- Apply best practices to prevent discrimination and unconscious bias in recruitment
- Utilize resources and tools to make informed, legally compliant hiring decisions

What You'll Earn

- Hiring the Justice-Impacted Certificate from Cornell ILR School
- 64 Professional Development Hours (6.4 CEUs)
- Clock Hours: 56

Who Should Enroll

- Recruitment and talent professionals
- Human resources managers
- DEI specialists
- Workforce development professionals
- Probation and parole officers
- Reentry specialists
- Vocational training managers
- Licensing and credentialing professionals
- Learning and development managers

Total Investment

- 2 months to complete all the courses

How to Enroll

For more information on how to enroll, please visit Hiring the Justice-Impacted Certificate (<https://ecornell.cornell.edu/certificates/human-resources/hiring-the-justice-impacted/>).

Program Requirements

Code	Title	Hours
Required Courses		
eCornell PTRCJ	Understanding Mass Incarceration and Fair-Chance Hiring	
eCornell PTRCJ	Managing Background Screenings and Fair-Chance Hiring	
eCornell PTRCJ	Legal Frameworks for Fair-Chance Hiring	
eCornell PTRCJ	Recruitment Strategies and Practices in Fair-Chance Hiring	