

# IMMIGRATION LAW CERTIFICATE

## Program Description

As the world becomes increasingly globalized and interdependent, so too does recruiting and hiring top talent. The decision to pursue international talent, however, is not always straightforward — it requires significant consideration.

This certificate program from Cornell Law School gives an overview of U.S. immigration law, which will provide you with the skills needed to strategize the trade-offs of various options for business visas. Whether you're an HR professional or you manage a team, the courses in this program will equip you to recognize where a business immigration issue might also become a legal problem, to better comprehend how the law works (and doesn't work), and to discern how lawyers approach immigration-related situations facing businesses. Additionally, you will discover how to identify where the ambiguities in immigration law can pose challenges and offer opportunities.

By the end of this program, you will be able to assess your organization's options for hiring, retaining, and terminating non-U.S. citizens, and partner with your legal counsel to advance the staffing and talent needs of your organization while complying with U.S. immigration law.

## Key Takeaways

- Assess considerations and recommend policy for hiring foreign national talent
- Distinguish among the basic work visa categories for foreign nationals who want to work temporarily in the United States
- Assess whether, when, and how to move an employee on a temporary visa to a permanent visa
- Recognize how politics affects decisions in hiring foreign nationals
- Assess the goals and boundaries of employment law that affect an organization and its practices
- Evaluate when an employer can terminate a foreign national employee without violating the law
- Conduct activities consistent with the federal prohibitions on workplace discrimination as well as state and local laws
- Anticipate and avoid potential pitfalls surrounding wage and benefit laws
- Protect your organization from former employees divulging trade secrets
- Become aware of your social blind spots in a cross-cultural work environment

## What You'll Earn

- Immigration Law Certificate from Cornell Law School
- 60 Professional Development Hours (6 CEUs)

## Who Should Enroll

- HR professionals
- Recruiters and talent management professionals
- Managers and executives
- Compliance and risk management professionals

## Total Investment

- 3 months to complete all the courses

## How To Enroll

For more information on how to enroll, please visit Immigration Law Certificate (<https://ecornell.cornell.edu/certificates/law/immigration-law/>).

For the best experience in this program, it is strongly recommended to take these courses in the order that they appear.

Code	Title	Hours
<b>Core Courses</b>		
eCornell LAW566	Hiring Foreign Nationals	0
eCornell LAW567	Immigration Law in Practice	0
eCornell LAW561	Employment Law in Practice	0
eCornell LAW563	Anti-discrimination Principles	0
<b>Elective Courses</b>		
Select two of the following:		
eCornell LAW565	Employee Privacy in the Workplace	
eCornell LAW566	Wage and Benefit Regulations	
eCornell LAW567	Employee Duties and Promises	
eCornell LSM706	Cross-Cultural Communication	