

CERTIFICATES of QUALIFICATION for EMPLOYMENT

Smart relief from criminal-record-based job barriers

Why should I pay attention to CQEs?



1 in 6 Ohioans—over 16% of our available workforce—has a criminal record. Economic research suggests that Ohio is losing \$3.34 billion GDP annually because otherwise qualified workers are excluded by over-restrictive criminal-record-based barriers. For many years, the only legal tool for overcoming these barriers was criminal-record sealing or “expungement.” The 2012 state legislation creating Certificates of Qualification for Employment (CQEs) reintegrates these forgotten workers into our economy, contributing to our shared prosperity.

CQEs erase two kinds of job barriers

Erasing mandatory legal barriers



Many Ohio laws prevent people with criminal records from getting certain government-issued licenses or from working in certain jobs. **CQEs create relief from mandatory restrictions** — laws that absolutely prevent the person with the specific criminal record from working or being licensed in Ohio. Instead of relying on the blanket restriction, employer is required to individually assess someone with a CQE to determine whether they are fit for the job. CQEs create flexibility.

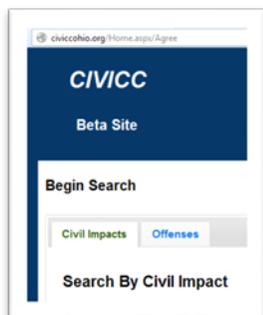
A CQE does not guarantee the job — it allows, but does not require, employer to let you into this field of employment.

A CQE creates a "rebuttable presumption of rehabilitation" when you apply for professional licensing. This means that a person's criminal convictions are insufficient evidence that the person is unfit for the license, employment opportunity, or certification in question.

Erasing employer fear

The #1 reason employers request criminal-record checks and do not hire people with criminal records is because they are afraid that, if the new employee does something bad in the future, the employer will get sued. When a job applicant has a CQE, the employer can be confident they won't get sued in that way. The CQE creates immunity from negligent-hiring lawsuits.

How do I find out what legal barriers affect me?



OJPC has developed a precise, easy-to-use web-based tool for identifying the state-law barriers triggered by a particular criminal offense, the Ohio Civil Impacts of Criminal Conviction Database (<http://CIVICCohio.org>).

While CIVICC is no substitute for the advice of a licensed attorney, it is an excellent starting point for research and anyone can use it without any special training.

CQE Roadmap

To get a CQE, you must have the courage to tell your story—what was going on in your life when you were convicted of crimes and how your life has changed. Getting a CQE also takes a great deal of persistence and attention to detail. Below is a general map of the steps involved. Every step takes more or less time depending on how quickly you work, and on how quickly the other government actors complete their parts. The overall process usually takes **3–6 months**.

