



FOR EMPLOYERS: An Advisory on CQEs in the Hiring Process

What is a CQE?

CQE is short for **Certificate of Qualification for Employment**. It is part of an Ohio law passed in 2012 that helps people with criminal records obtain employment. A CQE holder has voluntarily gone through a rigorous review process by Ohio rehabilitation officials, a judge, and a probation department.

How does a CQE benefit employers?

1. A CQE allows an employer to hire a candidate with a criminal record who was previously excluded from consideration.
2. A CQE provides immunity to employers for negligent hiring claims - indicates employer has done full due diligence in the hiring process.
3. A CQE assures the employer that the court has made the following findings: that granting the petition will materially assist the individual in obtaining employment or occupational licensing, that the individual has a substantial need for the relief requested in order to live a law-abiding life, and that granting the petition would not pose an unreasonable risk to the safety of the public or any individual.

What does it mean when a person holds a CQE?

CQEs turn a mandatory rule prohibiting occupational licensure based on certain criminal convictions into a discretionary bar. This allows licensing boards and employers to individually assess the person's fitness for the license and/or job in question.

Where can I learn more about the CQE?

Find more information at <http://bit.ly/cqe-for-employers>.