**2019 Summer Fellowship with ILR’s**

**Labor & Employment Law Program**

**Criminal Justice & Employment Initiative in NYC**

The Labor and Employment Law Program (LEL) established the Criminal Justice and Employment Initiative (CJEI) to improve employment outcomes for justice-involved individuals, assist employers in rethinking their approach to hiring, engage in research to study reentry practices, and influence policy makers and legislators on criminal justice reform.

The CJEI analyzes and proposes best practices on the issues of evaluating candidates with criminal records, employment of justice-involved individuals, criminal records education, and occupational licensing. Its work has included national conferences, focus groups, educational public programs, direct training of individuals with criminal records, employers and advocates, outreach, and the development of resources including web-based information available to the public.

***This is a paid, full-time fellowship in NYC beginning Monday, June 3, 2019,***

***and running approximately 8 weeks until early August.***

***Criminal Justice and Employment Initiative***

Summer Fellows will conduct research to expand and maintain a database of federal, state, and local laws related to the employment of people with criminal records.  Topics include: The Fair Credit Reporting Act; Ban the Box laws; Title VII Legislation; Sealing and Expungement Laws; Occupational Licensing Requirements; Federal Bonding programs; and negligent hiring. This information is used on a publicly accessible database, as well as for developing training and other resource materials.

Summer Fellows will work closely with a team of lawyers and social workers to assist with other CJEI projects, which may include assisting with the design of educational materials to distribute to the class members; obtaining research consent; providing updates to filers; and measuring training outcomes.

Work also may include: preparing materials and conducting research for correctional facility training; researching funding opportunities; providing background research for potential forums/conferences for employers, advocates, legislators and policy makers to discuss issues related to expanding employment opportunities for justice-involved individuals; developing a database of reentry partners and organizations; participating in reentry organization events and conferences.

Additionally, the CJEI team is expanding awareness of our work via traditional and social media. Summer fellows may work with the CJEI team to develop content for videos and articles for our website and social media platforms, provide research and analysis on the best ways of reaching specific population demographics, and strategizing on creating effective media outreach.

**Required Qualifications:**

* Experience with web-based research and data collection and analysis, including use of Lexis-Nexis or Westlaw
* Must have taken Labor Law, Labor and Employment Law, or similar law class, and have knowledge and understanding of discrimination law
* Strong writing skills
* Interpersonal skills and the ability to work as a member of a high-performing team
* Ability to work independently
* Experience using Microsoft Powerpoint, Excel, Word

**Application Requirements:**

Students must send:

* 1. Application (attached),
  2. Resume,
  3. Project statement of interest (paragraph about why you want to work on this particular project),
  4. Writing sample, ***AND***
  5. Faculty recommendation

to Lynn Coffey-Edelman (LCE454@cornell.edu) **by Friday, March 22, 2019**. Upon receipt of all application materials, we will contact you to schedule a telephone interview with the project supervisor.

If you have any questions, please contact Lynn Coffey-Edelman ([LCE454@cornell.edu](mailto:LCE454@cornell.edu)).

Students are responsible for their housing accommodations in New York City.

*Cornell University is an equal opportunity, affirmative action educator and employer.*

APPLICATION

**ILR Undergraduate Summer 2019 Research Fellows Program**

**Labor and Employment Law Program**

***Criminal Justice and Employment Initiative***

Name:

E-Mail Address:

Campus Address:

Campus or Cell Telephone:

Year at ILR (check one) Sophomore Junior

Freshman

**Project Supervisor:**  **Timothy McNutt, Esq.**

**Project Title:**  **Criminal Justice and Employment Initiative**

**Application is for: Summer 2019**

Applications should be submitted to Lynn Coffey-Edelman at LSC4@cornell.edu by **Friday, March 22, 2019.**