SHRM U.S. Employment Immigration Specialty Credential

Talent knows no borders, and in today's competitive landscape, people are your greatest asset. Navigating the complexities of the U.S. immigration system is crucial to securing top talent and keeping your organization ahead. With ever-evolving policies and regulations, HR professionals must stay agile, informed, and strategic.
Earning SHRM's U.S. Employment Immigration Specialty Credential empowers you to confidently manage employment visas, compliance, verification processes, and audit risks—ensuring your organization remains both competitive and compliant. Gain the expertise to drive results in this in-demand field and position yourself as a leader in global workforce management.

How to earn the SHRM U.S. Employment Immigration Specialty Credential

Attend an Instructor Led Program	Complete Three eLearning Courses	Take and Pass an Assessment
•Global Hiring: Comply with U.S. Visa Requirements Program	•EmploymentEligibility: A Practical Guide to I-9 and E-Verify •Hiring Foreign Nationals: Nonimmigrant Visas •Hiring Foreign Nationals: Immigrant Visas	•U.S. Employment Immigration Knowledge Assessment

After successfully completing all learning components and passing the assessment, you'll earn the SHRM US Employment Immigration Specialty Credential, along with a certificate of achievement and a digital badge. SHRM-certified professionals will also receive 26 PDCs toward recertification. Showcase your accomplishment by adding your credential to your resume, email signature, and social media profiles to boost your credibility and highlight your commitment to the profession.

Learning Curriculum

Instructor Led Program (in-person or live online)

Title: Global Hiring: Comply with U.S. Visa Requirements Program

Presented in partnership with Fragomen Immigration Firm, this dynamic program equips you with expert insights and best practices used by leading HR professionals to recruit and retain highly skilled global talent. Gain a deep understanding of employment-related opportunities and challenges within the U.S. immigration system while ensuring compliance with essential laws and regulations.

Through hands-on learning and a final practicum, you'll develop the core skills needed to confidently navigate the complexities of hiring and retaining foreign nationals.

Program Objectives:

- Master key immigration terms and concepts to streamline the hiring process for both U.S. residents and foreign professionals.
- Understand when to use immigrant and non-immigrant visas while ensuring full compliance with federal laws and regulations.
- Implement best practices for I-9 employment verification to safeguard your organization.
- Navigate federal auditing guidelines and legal requirements with confidence.
- Apply your knowledge in real-world hiring scenarios through an interactive practical lab.

eLearning Components

Title: Employment Eligibility: A Practical Guide to I-9 and E-Verify

Verify Employment Eligibility: A Practical Guide to I-9 and E-Verify is your essential roadmap to navigating employment verification with ease. This comprehensive course breaks down the complexities of employment eligibility laws, Form I-9 requirements, and the E-Verify system. Through real-world scenarios and interactive activities, you'll gain the hands-on skills needed to ensure compliance and protect your organization from costly mistakes.

Whether you manage hiring for a large corporation with multiple locations or oversee HR for a small business, staying compliant with I-9 regulations is non-negotiable. This course is designed for HR professionals at all levels who play a role in hiring and employment verification.

Learning Objectives:
- Master the Form I-9 employment verification process, including eligibility requirements and anti-discrimination regulations.
- Implement best practices for completing and maintaining I-9 forms.
- Confidently complete and review Form I-9 for accuracy and compliance.
- Understand E-Verify requirements and how to use the system effectively.
- Interpret E-Verify case results and take appropriate action.

Title: Hiring Foreign Nationals: Nonimmigrant Visas

Unlock the complexities of the U.S. immigration system with this in-depth course covering the 12 most commonly used non-immigrant visas for temporary employment. Whether you're a talent acquisition specialist, HR generalist, international student services professional, or paralegal, this course will empower you to confidently identify the right visa options for the foreign nationals you support.

Through practical insights and step-by-step guidance, you'll gain the expertise to navigate the visa petition process and ensure smooth, compliant hiring.

Learning Objectives:

- Navigate the visa petition process with confidence and accuracy.
- Compare and contrast key employment-based nonimmigrant visas (NIVs), including H-1B, H-1B1, H-2B, O, L, P, E-1/E-2, E-3, TN, and F-1 OPT.
- Select the right visa type based on an applicant's background and job role.
- Advise on eligibility, duration, quotas, and extensions for each visa category.
- Understand and apply Form I-129 for petitioning nonimmigrant workers.
- Align visa classifications with your organization's hiring strategy and explore alternative options for various employment scenarios.

Title: Hiring Foreign Nationals: Immigrant Visas

Unlock the path to permanent residency with this comprehensive course on employment-based immigration. Designed for HR professionals, talent acquisition specialists, and global mobility experts, this course provides a deep dive into the EB-1, EB-2, and EB-3 visa categories—helping you confidently navigate the lawful permanent resident (LPR) process for foreign nationals.

You'll gain the knowledge and skills to successfully manage your organization's employment-based Green Card sponsorship process, from petitioning to navigating key federal agencies.

Learning Objectives:

- Understand the EB-1, EB-2, and EB-3 categories, including specific eligibility requirements for foreign nationals and U.S. employers.
- Align immigrant visa categories with your business strategy to attract and retain top global talent.
- Navigate key steps in the Green Card process, including the PERM process, labor certification, Form I-140, and the differences between adjustment of status and consular processing.