



RAMP UP YOUR SKILLS + ADD VALUE TO YOUR CAREER

A graduate Certificate in Policy Issues on Work and Pay is ideal for gaining far-reaching skills and abilities in the field of human resources. You will enhance your knowledge of cost-benefit analysis and economics that impact employment policy and develop familiarity with government labor policies and labor relations.

GROW YOUR EXPERTISE

Work- and pay-related policies are important as workers and organizations are pressured to deliver greater results with fewer resources. Gain an edge with this professional academic credential as you learn to address improving productivity and efficiency while optimizing benefits for employees. This certificate is ideal for private-sector human resource specialists, public-sector labor or employment relations specialists, public servants creating and evaluating public policies, union negotiators, lobbyists, employment lawyers, or those considering a career that focuses on the employment relationship.

WHAT YOU WILL LEARN

This certificate blends an interdisciplinary curriculum with research-based academic skills and practical approaches to problem solving. Coursework focuses on gaining knowledge in policy, law, and business, including:

- Reviewing and evaluating statutes
- Understanding how employers, unions, and governments interpret policies
- Understanding the economics of the employment relationship
- Exploring how policy affects the working conditions of employees
- Examining how discrimination influences employment practices and pay policies

THE BENEFITS

- Designed for working professionals
- Shorter than a degree program
- Flexible program offered at various times with some online options
- Taught by internationally renowned University faculty members

CURRICULUM

Core requirements are five credits, taken with these two core courses:

- Public Policies on Work and Pay
- Economics of Social Insurance Programs

Ten credits of electives are required, which you may select from a variety of courses, including classes on conflict resolution, human resources, industrial relations, comparative and international human resources, labor history, labor economics, and employment discrimination.

REQUIREMENTS

To be admitted into this program, you must have:

- A bachelor's degree from an accredited institution
- Mathematics courses at least through algebra and a one-semester course in microeconomics

"With core faculty from the Law School, the Humphrey School of Public Affairs, and the Carlson School, this certificate program offers a way for professionals to advance their careers with high-quality, high-level education offered by international experts in their field. There's no other program like this in the country."

Professor Morris Kleiner, director of graduate studies,
Policy Issues on Work and Pay certificate program

The Policy Issues on Work and Pay certificate program has agreements with the Center for Human Resources and Labor Studies at the Carlson School of Management, the Humphrey School of Public Affairs, and the University of Minnesota Law School that allow you to complete both a degree and certificate program.

