



# Fraud Detection Guidance for Employers and Educators

## Purpose

To provide guidance to nursing education programs, employers and others who assess nursing applicants for advanced study, employment, certification and other uses.

## Context

There is no immunity to fraud. It is experienced by almost every sector in the population. It is costly and devastating to those who are subject to it. When it invades the health professions, it becomes a serious health concern, a risk to public safety and violates public trust in the health care system. For this reason, this guidance is issued to nursing programs, employers, accreditors and others to increase awareness and help institute methods of fraud detection and prevention.

Fraud in nursing can present itself via a fraudulent nursing program or other deceitful or counterfeit methods. Mechanisms that may be used to deceive nursing regulatory bodies (NRBs), employers, educators and others can include:

- Obtaining a false nursing diploma/degree without having completed an approved nursing program; this can include a program that sells a nursing diploma/degree without providing sufficient education;
- Buying or forging a counterfeit license;
- Lying about one's experience, background, past work history; or
- Covering up a criminal background.

Individuals then use the fake credentials to apply for a nursing license, apply for a job or enroll in an advanced nursing program. Prevention requires awareness and astute detection methods. It is essential that everyone is aware that fraud exists and of some basic methods that may prevent it. To assist with this identification, basic guidance for detecting fraudulent credentials is provided.

## Recommendations

While there is no guarantee that these recommendations will prevent fraudulent individuals from entering your institution, if your institution does not already employ these methods, they should be added to your current processes for further protection.

1. Provide initial and ongoing fraud detection training for all individuals who will be reviewing and accepting applicants for your institution or agency.
2. Identify and close loopholes that evade rules or the law.
3. Fraudulent individuals look for the easiest entry routes. If your institution/agency has fewer requirements than others, be extra vigilant.
4. Check [nursys.com](https://www.nursys.com) to ensure every applicant has a valid unencumbered license.
5. Make sure the program where the applicant graduated was approved by the NRB in the state where the program is located.





