Compliance in Question: Moving Forward From the Nursing Fraud Scheme

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Meet the Speakers



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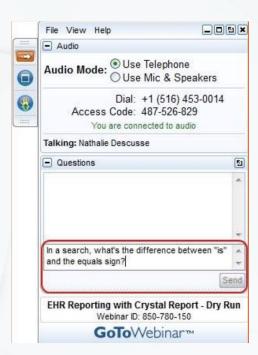
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What We'll Cover Today

Become familiar with the contributing factors to identify how this happened and methods to prevent it

Understand the legal risk and professional liability

3 Gain insight into upcoming changes in licensing and methods to improve your current verification processes



Webinar Outcome



80% of participants will identify at least one expected change or enhancement in practice in their professional development roles based on information learned in this webinar

Understanding How This Happened

Operation Nightingale

FRAUD SCHEME



Recruiters helped aspiring nurses obtain fake nursing degree diplomas and transcripts from accredited Florida-based nursing schools.



The aspiring nurses who acquired the bogus diplomas and transcripts used them to qualify for the national nursing board exam.



Upon successful completion of the board exam, the aspiring nurses became eligible to obtain licensure in various states.



Once licensed, the aspiring nurses were able to obtain employment in the health care field.

OIG.HHS.GOV

The Federal Bureau of Investigation (FBI) initiated "Operation Nightingale"

- Multiple organizations conspired to train & certify students to prepare for LPN, LVN, and board exams
- Buyers paid \$10,000 to \$15,000 for diplomas & transcripts (estimated \$114 million)
- Scheme started in 2016 and ran for five years
- May have involved 7,600 "buyers"
- Most applicants had healthcare experience
- Provided a "shortcut" to take national board exams
- Credentials used throughout the U.S.



Significant Contributing Factors



- Pandemic & staffing shortages
- State licensing board delays
- Delays in processing background checks
- Educational records not verified by some employers
- Perpetrators were in key administrative roles
- Short-cut & difficulty with courses or the exam



Implications for Practice



- Unprepared and/or incompetent individual
- Risk of harm to the public
- Increase risk for legal implications for healthcare organizations | nursing care compromised
- Disrupts the integrity of nurse licensure
- Creates uncertainty about nursing education
- Permanent license revocation
- Criminal charges & fines



What does this mean for the future?

Vital Signs That May Have Been Overlooked



- School transcripts containing uncharacteristic –
 yet subtle differences from typical transcripts
- Unusual sequences of classes
- National Council Licensure Exam 37% passing rate
- Demonstrated competency inconsistencies
- Completion of program (timing)



Improvement Plans Going Forward

Next Generation NCLEX (NGN) - will launch April 1, 2023.

- Address lack of clinical judgement competency
- Observe and assess presenting situations
- Identify a prioritized concern
- Test ability to determine the best possible evidence-based care

Utilization of Nurse License Verification for Endorsement Boards of Nursing

- License disciplinary actions
- National database for licensure, discipline, and practice privileges for RNs and LPN/VNs



State Actions

California	Georgia Texas Delaware	Washington State
 Current requirements Cause significant delays Increase difficulty for qualified out-of-state applicants Proposed solutions Focus on state board processes Reduce bottlenecks 	 Taking actions against individuals Working with the FBI Gathering evidence Voluntary surrender of license Revoke licenses if not surrendered 	Identified 150 applicants • Florida-based schools involved in fraud • 77 under investigation • 62 in "limbo" • 4 applicants denied • Public list of rescinded licenses & applicants related to the Florida credentials
Remove lab componentsRemove R.N. prerequisite (1)		

(1) California: APRN, Nurse-Midwives, NPs, Nurse Anesthetist, and Clinical Nurse Specialist



How to Simplify Nursing Credentialing

Closing the "credibility" gap in candidate submissions

Let the candidate know that their information will be verified and reviewed

- Proactive approach to inform unqualified applicants
- Prevention starts at the qualification process

Utilize MedTrainer's capabilities for due diligence prior to onboarding

- Exclusions Monitoring
- License Verifications
- Work History Verifications
- Education Verifications
- Background Checks



Key Takeaways

Best practices for verification of educational credentials

7 There is no shortcut to becoming a good nurse

Prevent license fraud to maintain profession's integrity



Resources

5 Ways to Improve Your Credentialing Process

<u>Learn More About MedTrainer Credentialing</u>

Report Fraud to OIG Hotline

NCLEX-RN Exam Changes 2023 (Kaplan) What's Tested on the NCLEX-RN?



References

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Notes

Registered Nursing Requirements by State
https://nursejournal.org/registered-nursing/rn-licensing-requirements-by-state/#California

