



Insight for Better Hiring

Inquirehire Advisory: False Education Claims

The practice of lying in our society has become all too commonplace. In a recent study 42 percent of young people said “a person has to lie or cheat sometimes in order to get ahead.” In a separate study, 95 percent of college-age respondents were willing to lie to get a job. 41 percent reported that they had already done so.

With these disturbing statistics as a backdrop, falsified education claims are becoming an important issue for employers. Falsification can include claiming completion of a degree that was never completed. Diploma mills and on line printing services can provide fake diplomas that look quite authentic. Some even provide the cap and gown for the fake graduation photo opportunity.

If a job has a degree requirement, falsification is a clear basis to deny employment. If the job does not have a specific education requirement, the false claim indicates a practice of dishonesty which may undermine the applicant’s credibility. On the other hand, if no degree is required, a case could be made by the applicant that the false claim is irrelevant.

Employers may want to modify their employment application to include “Please list all degrees or educational accomplishments that you wish to be considered in the employment decision.” If the applicant chooses to report falsely, the employer has a basis for using that dishonesty in their employment decision.

Inquirehire offers a full range of pre-employment solutions including prior employment, education and professional license verification services. To learn more about these or other pre-employment services, contact Inquirehire at 563-323-5922 or 800-494-5922. If you prefer email communication, please contact us at inbox@inquirehire.com.

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