

# Case Study:

## Fake experience certificate from a midsize employer - a common occurrence!



## What required Verification

A South Asian Architect plus an Engineer seeking a work visa in Oceania submitted an experience certificate obtained from a small employer to DataFlow for verification, as a part of the country's work visa procedure.



## The Impact

The findings by DataFlow indicated the existence of the Issuing Authority and established that the certificate of employment presented was not issued by the employer, rather the applicant attempted maneuvering the issuance of the certificate through personal contacts. Hence, DataFlow closed the case with a discrepancy status. Obtaining a work experience certificate for migrating to a new country for work becomes a pressing challenge, driving the professionals to resort to unlawful activities such as creating fake certificates. With vigilant processes and cutting-edge technology, DataFlow prevents the occurrence of such frauds, leading to creating a conducive and safe global environment for businesses to operate and safeguarding their reputation and attracting genuine talent to serve their communities.



## What We Did

### Primary Source Verification Process for Mid-size Employer

Verifications from small and midsize employers carry an inherent risk of lack of documentary evidence, limited individuals lacking the knowledge of details and a poor infrastructure to cross-validate the information. To mitigate this risk, DataFlow deploys a customised verification process which starts with research on identifying the existence of the Issuing Authority and any regulatory or statutory evidence around it. A detailed study is done on the document presented and a questionnaire is prepared in advance to administer during the site visit and vicinity search. The site visit officers not only seek the pre-defined information required but also observe and report any non-verbal communication or clues which would help in the verification.

A site visit and vicinity search are conducted at and around the premise, based on the address shared by the applicant. On completion of the vicinity visit, the site visit officer visits the employer premises and contacts the authorised representative to authenticate the document and request for the employee's records. All the observations are captured carefully and reported to DataFlow's verification team for review and compilation.

### Detailed Research

For the work experience certificate presented, a detailed research was conducted on the employer. No information about the Issuing Authority like having a website or any statutory filling etc. was located. A questionnaire and instructions document was prepared for the site visit officer based on the work experience certificate presented.

### Site Visit and Vicinity Search

The site visit officer visited neighbouring shops to collect information about the employer. Post the collection of information on the employer, the site visit officer interviewed the authorised representative of the facility. It was revealed that the Certificate of Experience submitted by the applicant had not been issued by the authorised representative of the facility. The authorised representative further clarified that the applicant is the owner's relative who insisted on issuing an employment document on his name. On being asked for the employee's record, the authorised representative clarified that they do not maintain employees records.

### Conclusion

Based on the site visit observations and findings, the verification report was closed with a Discrepancy status as the documents submitted by the applicant as they were identified as not genuine.