


DEPARTMENT OF HOMELAND SECURITY
U.S. Immigration and Customs Enforcement

OMB APPROVAL NO. 1653-0054
EXPIRATION DATE: 05-31-2019

TRAINING PLAN FOR STEM OPT STUDENTS

Science, Technology, Engineering & Mathematics (STEM) Optional Practical Training (OPT)

SECTION 1: STUDENT INFORMATION (Completed by Student)			
Student Name (Surname/Primary Name, Given Name): Pham, Nam Hai		Student Email Address: nampham91@gmail.com	
Name of School Recommending STEM OPT: Bentley University	Name of School Where STEM Degree Was Earned: Bentley University	SEVIS School Code of School Recommending STEM OPT (including 3-digit suffix): BOS214F00040000	
Designated School Official (DSO) Name and Contact Information: Anna Garson 781-891-2829 ga_ciss@bentley.edu		Student SEVIS ID No.: N005486733	STEM OPT Requested Period (mm-dd-yyyy): From: 05/20/2019 To: 02/01/2020
Qualifying Major and Classification of Instructional Programs (CIP) Code: 52.1302			
Level/Type of Qualifying Degree: Master's			
Date Awarded (mm-dd-yyyy): 02/24/2017			
Based on Prior Degree? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No			
Employment Authorization Number: 137-937-966			
SECTION 2: STUDENT CERTIFICATION			
I declare and affirm under penalty of perjury that the statements and information made herein are true and correct to the best of my knowledge, information and belief. I understand that the law provides severe penalties for knowingly and willfully falsifying or concealing a material fact, or using any false document in the submission of this form.			
I certify that:			
<ol style="list-style-type: none">1. I have reviewed, understand, and will adhere to this Training Plan for STEM OPT Students ("Plan");2. I will notify the DSO at the earliest available opportunity if I believe that my employer is not providing me with appropriate training as delineated on this Plan;3. I understand that the Department of Homeland Security (DHS) may deny, revoke, or terminate the STEM OPT of students whom DHS determines are not engaging in OPT in compliance with the law, including the STEM OPT of students who are not, or whose employers are not, complying with this Plan;4. My practical training opportunity is directly related to the STEM degree that qualifies me for the STEM OPT extension; and5. I will notify the DSO at the earliest available opportunity regarding any material changes to or deviations from this Plan, including but not limited to, any change of Employer Identification Number resulting from a corporate restructuring, any nontrivial reduction in compensation from the amount previously submitted on the Plan that is not tied to a reduction in hours worked, any significant decrease in hours per week that I engage in a STEM training opportunity, and any decrease in hours below the 20-hours-per-week minimum required under this rule.			
Signature of Student (Sign in ink): 			
Printed Name of Student: Nam Pham Date (mm-dd-yyyy): 05/21/2019			

SECTION 3: EMPLOYER INFORMATION (Completed by Employer)

Employer Name: Deloitte Transactions and Business Analytics LLP		Street Address: 30 Rockefeller Plaza		Suite:	
Employer Website URL: www.deloitte.com		City: New York		State: NY	ZIP Code: 10112
Employer ID Number (EIN): 90-1020290	Number of Full-Time Employees in U.S.: 1,375	North American Industry Classification System (NAICS) Code: 541219			
OPT Hours Per Week (must be at least 20 hours/week): 40 hours	Compensation: A. Salary Amount and Frequency: \$85,000 a year				
Start Date of Employment (mm-dd-yyyy): 05-20-2019	B. Other Compensation (Type and Estimated Amount or Value): 1. n/a				
OPT STEM 05-20-2019 to 05-01-2020	2. _____ 3. _____ 4. _____				

SECTION 4: EMPLOYER CERTIFICATION

I declare and affirm under penalty of perjury that the statements and information made herein are true and correct to the best of my knowledge, information and belief. I understand that the law provides severe penalties for knowingly and willfully falsifying or concealing a material fact, or using any false document in the submission of this form.

I certify on behalf of the employer that this Training Plan for STEM OPT Students ("Plan") is approved and that:

1. I have reviewed and understand this Plan, and I will ensure that the supervising Official follows this Plan;
2. I will notify the DSO at the earliest available opportunity regarding any material changes to this Plan, including but not limited to, any change of Employer Identification Number resulting from a corporate restructuring, any reduction in compensation from the amount previously submitted on the Plan that is not tied to a reduction in hours worked, any significant decrease in hours per week that a student engages in a STEM training opportunity, and any decrease in hours below the 20-hours-per-week minimum required under this rule;
3. Within five business days of the termination or departure of the student during the authorized period of OPT, I will report such termination or departure to the DSO (*Note: business days do not include federal holidays or weekend days; and an employer shall consider a student to have departed when the employer knows the student has left the practical training opportunity, or when the student has not reported for practical training for a period of five consecutive business days without the consent of the employer*); and
4. I will adhere to all applicable regulatory provisions that govern this program (*see 8 CFR Part 214*), which include, but are not limited to, the following:
 - a. The student's practical training opportunity is directly related to the STEM degree that qualifies the student for the STEM OPT extension, and the position offered to the student achieves the objectives of his or her participation in this training program;
 - b. The student will receive on-site supervision and training, consistent with this Plan, by experienced and knowledgeable staff;
 - c. The employer has sufficient resources and personnel to provide the specified training program set forth in this Plan, and the employer is prepared to implement that program, including at the location(s) identified in this Plan;
 - d. The student on a STEM OPT extension will not replace a full- or part-time, temporary or permanent U.S. worker. The terms and conditions of the STEM practical training opportunity—including duties, hours, and compensation—are commensurate with the terms and conditions applicable to the employer's similarly situated U.S. workers or, if the employer does not employ and has not recently employed more than two similarly situated U.S. workers in the area of employment, the terms and conditions of other similarly situated U.S. workers in the area of employment; and
 - e. The training conducted pursuant to this Plan complies with all applicable Federal and State requirements relating to employment.

Note: DHS may, at its discretion, conduct a site visit of the employer to ensure that program requirements are being met, including that the employer possesses and maintains the ability and resources to provide structured and guided work-based learning experiences consistent with this Plan.

Signature of Employer Official with Signatory Authority (Sign in ink):



Printed Name and Title of Employer Official with Signatory Authority: Fanny Drimonis, Immigration Specialist

Date (mm-dd-yyyy): 05-21-2019

Printed Name of Employing Organization: Deloitte Transactions and Business Analytics LLP

SECTION 5: TRAINING PLAN FOR STEM OPT STUDENTS (Completed by Student and Employer)

Student Name (Surname/Primary Name, Given Name):
Pham, Nam Hai

Employer Name:
Deloitte Transactions and Business Analytics LLP

EMPLOYER SITE INFORMATION

Site Name:

Deloitte Transactions and Business Analytics LLP

Site Address (Street, City, State, ZIP):

30 Rockefeller Plaza, New York, NY 10112

Name of Official:
Leslie Nicolett

Official's Title:
Talent Manager

Official's Email:
nicolett@deloitte.com

Official's Phone Number:
408 704 2151

Note: for the remaining fields in this section, employers who already have an internal/pre-existing training plan in place may fill in the details based on that plan.

Student Role: Describe the student's role with the employer and how that role is directly related to enhancing the student's knowledge obtained through his or her qualifying STEM degree.

Deloitte Transactions and Business Analytics LLP hires STEM majors in areas such as Computer Science, Computer Information Systems, Management Information Systems, Data Analytics, Math and Engineering. Our organization expects employees with a STEM degree to leverage their academic experience and education to provide professional services that may include: improving a client's operational performance by analyzing information technology controls for improvement opportunities; managing system and software vulnerabilities; creating, managing, and utilizing high-performance database solutions; engineering large data sets to discover patterns; integrating business needs and technology solutions, such as developing system requirements, designing and prototyping, testing, training, defining support procedures and implementation and solving other challenges related to science, technology, engineering and math.

Goals and Objectives: Describe how the assignment(s) with the employer will help the student achieve his or her specific objectives for work-based learning related to his or her STEM degree. The description must both specify the student's goals regarding specific knowledge, skills, or techniques as well as the means by which they will be achieved.

Deloitte employees participate in an ongoing learning and development planning process to identify, engage in, and monitor formal and informal learning activities aligned with strengths, performance objectives, and developmental goals and capability needs (including those specific to the STEM degree), using online planning tools. Formal learning around technical/STEM, industry, professional, and leadership capabilities (both through onboarding and continuing education/training offerings both in classroom and virtual settings) builds required knowledge and skills to drive successful performance on projects. The project assignment/staffing aligns with the employee's education, skills, capabilities and his/her learning needs (including those specific to the STEM degree), and will enable the application and development of capabilities on-the-job through various methods such as stretch assignments, job shadowing, regular coaching and debriefs, and exposure opportunities that include networks, relationships, and communities of practice.

Employer Oversight: Explain how the employer provides oversight and supervision of individuals filling positions such as that being filled by the named F-1 student. If the employer has a training program or related policy in place that controls such oversight and supervision, please describe.

Deloitte Transactions and Business Analytics LLP will oversee and supervise the work performed by the employee. Our business model involves the formation of a team of qualified professionals who work together to provide professional services to our clients. During the course of a Deloitte Transactions and Business Analytics LLP project, we monitor and supervise the employee to ensure that all project goals are met and to provide feedback along the way. At all times, the employee operates under the control of Deloitte Transactions and Business Analytics LLP.

Measures and Assessments: Explain how the employer measures and confirms whether individuals filling positions such as that being filled by the named F-1 student are acquiring new knowledge and skills. If the employer has a training program or related policy in place that controls such measures and assessments, please describe.

Deloitte Transactions and Business Analytics LLP measures and confirms whether employees are acquiring new knowledge and skills through two methods. First, we administer Learning Impact Evaluations immediately following the learners' participation in a formal learning program and ask them: a) the degree to which they developed new knowledge or skills in the program; b) if the content was applicable to their role; and c) how their performance would improve as a result of their learning. A follow-up Learning Impact Evaluation is administered between 30-90 days after program completion to validate from the employee perspective if they did apply the learning and the impact on their performance.

Additional Remarks (optional): Provide additional information pertinent to the Plan.

Our second approach to confirming if employees are acquiring new knowledge and skills is through our performance management process. There are two components of our process – Snapshots and Check-Ins – that provide an opportunity to gauge whether learning is occurring. Check-Ins occur at least once a month and enable the supervisors and managers to discuss the development and application of employee capabilities through project work. This is an informal but effective way to reinforce learning and measure the degree to which the employee is continuously developing knowledge and skills in their role. Performance Snapshots are conducted for every project or at least four times a year, and allow supervisors and managers to evaluate employee performance, also reflecting the impact and effectiveness of learning and how knowledge and skills are being acquired and applied.


SECTION 6: EMPLOYER OFFICIAL CERTIFICATION

I declare and affirm under penalty of perjury that the statements and information made herein are true and correct to the best of my knowledge, information and belief. I understand that the law provides severe penalties for knowingly and willfully falsifying or concealing a material fact, or using any false document in the submission of this form.

Employer Official with Signatory Authority - I certify that:

1. I have reviewed, understand, and will follow this Training Plan for STEM OPT Students (Plan);
2. I will conduct the required periodic evaluations of the student;*
3. I will adhere to all applicable regulatory provisions that govern this program (*see 8 CFR Part 214.2(f)(10)(ii)*); and
4. I will notify the DSO regarding any material changes to or material deviations from this Plan at the earliest available opportunity, including if I believe the student is not receiving appropriate training as delineated in this Plan.

Signature of Employer Official with Signatory Authority (Sign in ink):



Printed Name and Title of Employer Official with Signatory Authority: Fanny Drimonis, Immigration Specialist

Date (mm-dd-yyyy): 05-21-2019

PRIVACY ACT STATEMENT

AUTHORITIES: Section 101(a)(15)(F) of the Immigration and Nationality Act of 1952, as amended (INA), 8 U.S.C. 1101(a)(15)(F), Section 641 of the Illegal Immigration Reform and Immigrant Responsibility Act of 1996 (IIRIRA), Pub. L. 104-208, Div. C, 110 Stat. 3009-546 (codified at 8 U.S.C. 1372), Section 502 of the Enhanced Border Security and Visa Entry Reform Act of 2002, Pub. L. 107-173, 116 Stat. 543 (codified at 8 U.S.C. 1762) and Homeland Security Presidential Directive No. 2 (HSPD-2), authorize U.S. Immigration and Customs Enforcement (ICE) to collect the information requested in this form.

PURPOSE: The information collection on this form is used to assist in the administration of the STEM Optional Practical Training (OPT) extension so that Designated School Officials (DSO) can properly recommend the Student for and review and help coordinate his or her STEM optional practical training opportunity.

ROUTINE USES: The information collected on this form may be shared with: the individuals who signed the Plan, relevant DSOs acting as liaisons with the DHS, Federal, State, local, or foreign government entities for law enforcement purposes, Members of Congress in response to requests on the Student's behalf, or as otherwise authorized pursuant to its published Privacy Act system of records notice - Privacy Act of 1974: U.S. Immigration and Customs Enforcement, DHS/ICE-001 Student and Exchange Visitor Information System (SEVIS) System of Records (<https://www.dhs.gov/system-records-notices-soms>).

DISCLOSURE: The information you provide is voluntary. However, failure to provide the information requested on this form may delay or prevent participation in a STEM OPT opportunity.

PAPERWORK REDUCTION ACT

The public reporting burden for this collection of information is estimated to average 7.5 hours per response, including time required for searching existing data sources, gathering the necessary documentation, providing the information and/or documents required, and reviewing the final collection. You do not have to supply this information unless this collection displays a currently valid Office of Management and Budget (OMB) control number. If you have comments on the accuracy of this burden estimate and/or recommendations for reducing it, send them to: U.S. Immigration and Customs Enforcement, Office of Policy, 500 12th Street SW, Washington, D.C. 20536

*See evaluation forms that follow for student's first evaluation, to occur before the one year anniversary of the start date of the student's STEM OPT employment authorization, and final program evaluation.

EVALUATION ON STUDENT PROGRESS

Provide a self-evaluation of your performance, using the measures previously identified, in applying and acquiring new knowledge, skills, and competencies identified in the Training Plan for STEM OPT Students. Discuss accomplishments, successful projects, overall contributions, etc., during this review period. Address whether there are any modifications to the objectives and goals for projects, or new areas for skill and competency development.

Range of Evaluation Dates: From (mm-dd-yyyy): _____ To (mm-dd-yyyy): _____

Signature of Student (Sign in ink): _____

Printed Name of Student: _____ Date (mm-dd-yyyy): _____

Signature of Employer Official with Signatory Authority (Sign in ink): _____

Printed Name of Employer Official with Signatory Authority: _____ Date (mm-dd-yyyy): _____

FINAL EVALUATION ON STUDENT PROGRESS

Provide a self-evaluation of your performance, using the measures previously identified, in applying and acquiring new knowledge, skills, and competencies identified in the Training Plan for STEM OPT Students. Discuss accomplishments, successful projects, overall contributions, etc., during this review period. Address whether there are any modifications to the objectives and goals for projects, or new areas for skill and competency development.

Range of Evaluation Dates: From (mm-dd-yyyy): _____ To (mm-dd-yyyy): _____

Signature of Student (Sign in ink): _____

Printed Name of Student: _____ Date (mm-dd-yyyy): _____

Signature of Employer Official with Signatory Authority (Sign in ink): _____

Printed Name of Employer Official with Signatory Authority: _____ Date (mm-dd-yyyy): _____