The STEM OPT student and their employer must work together to complete the Form I-983. A properly completed Form I-983 must explain:

- How the practical training directly relates to the student’s qualifying STEM degree.
- The specific goals of the STEM practical training opportunity.
- How those goals will be achieved through the work-based learning opportunity with the employer, including details of the knowledge, skills or techniques to be imparted to the STEM OPT student.
- The performance evaluation process.
- The methods of oversight and supervision of the STEM OPT student.

The formal training plan documented in the Form I-983 must also establish that:

- The employer has sufficient resources and personnel available to provide appropriate training in connection with the specified opportunity and is prepared to implement the work-based learning opportunity at the locations identified.
- The STEM OPT student will not replace a full-time or part-time, temporary or permanent U.S. worker.
- The opportunity assists the student in attaining their training goals.
- The duties, hours and compensation associated with the student’s STEM OPT position are commensurate with those provided to the employer’s similarly situated U.S. workers in the area of employment.

If the employer does not employ and has not recently employed more than two similarly situated U.S. workers, the training plan must include the employer’s affirmation of commensurate terms and conditions for the student’s position with those of employment for other similarly situated U.S. workers in the area of employment.

After the student and employer complete the necessary sections, the STEM OPT student must submit their completed and signed Form I-983 to their DSO. The student’s DSO will keep the completed form in the student’s record. For more information about how to complete this form, visit the Form I-983 resource pages for [students](#), [school officials](#) and [employers](#).