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H-1B MEMO

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I.   INTRODUCTION

On April 18, 2017, President Trump issued an executive order called "Buy American and Hire American" with the following objectives: 1. Provide a preference for the purchase or acquisition of goods, products or materials produced in the United States; and 2. In order to create higher wages and employment rates for workers in the United States, the Executive Order requires the executive branch to rigorously enforce and administer the laws governing foreign workers (e.g. H-1Bs, PERMs, etc.). As a result of the Executive Order, the USCIS has made it very difficult for US companies to sponsor foreign nationals for any immigration visas, including H-1B and PERM applications, just to name a few.

The purpose of this memo is to inform you of the complicated legal issues that have arisen since the proclamation of "Buy American and Hire American" Executive Order. **This memo is applicable to all H-1B petition filings, including amended H-1B petitions and H-1B transfer petitions.** The firm does not warrant that by providing the evidence as suggested in this memo, your H-1B visa petition will be approved. Since these legal issues continue to evolve, we will try to update this memo regularly.

II.   H-1B SPECIALTY OCCUPATION

For your company to sponsor a foreign national for an H-1B visa, the position offered must qualify as a "specialty occupation" under the immigration regulations.

"Specialty occupation" is defined at Title 8 Code of Federal Regulations (8 CFR), section 214.2(h)(4)(ii) as:

> ... an occupation which requires theoretical and practical application of a body of highly specialized knowledge in such fields of human endeavor including, but not limited to, architecture, engineering, mathematics, physical sciences, social sciences, medicine and health, education, business specialties, accounting, law, theology, and the arts, and which requires the attainment of a bachelor's degree or higher in **a specific specialty**, or its equivalent, as a minimum for entry into the occupation in the United States.

Step 1: Job Title, Duties and Responsibilities

The USCIS does not use a title, by itself, when determining whether a particular position qualifies as a specialty occupation. The specific duties of the proffered position, combined with the nature of your business operations are some of the factors that the USCIS considers. The USCIS must examine the employment of the foreign national and determine whether the position qualifies as a specialty occupation.

The critical element is whether the position actually requires the theoretical and practical application of a body of highly specialized knowledge, and the attainment of a bachelor's or higher degree in *a specific specialty* as the minimum for entry into the occupation.

Job Duties and Responsibilities

Your job description must be sufficiently detailed to establish the depth, complexity, level of specialization, or substantive aspects of the duties for which the foreign national will be responsible. For example, if your job calls for "analysis of" or "providing troubleshooting and technical assistance", you will need to provide specific details regarding the foreign national's role in these duties. You will need to elaborate on the **specific tasks, methodologies, and applications of knowledge** that would be required in furtherance of these duties. Terms such as "troubleshooting" "modify" and "testing" would provide little insight into the foreign national's specific role within these tasks and therefore are simply insufficient. The key is to elaborate how and what methodologies, skills, etc. that the foreign national applies to carry out the duties.

Therefore, your job description should include: (1) the actual work that the foreign national will perform; (2) the complexity, uniqueness and/ or specialization of the duties; and (3) the correlation between that work and a need for a particular level education of highly specialized knowledge in a specific specialty.

You should also break down the job description by percentage of time and at the end of each segment, provide a list of the courses where the foreign national learned how to do the tasks and explain how each course is applied in the actual performance of the job duties. It is important to incorporate what the foreign national has learned from each course and explain how it is applied in the actual duty. To assist in this matter, in Attachment A you will find Sample Job Description of what may be sufficient for the USCIS. **Please provide us with a detailed job description for the foreign national based on the template.**

Step 2: Job Requirements: Bachelor's or Higher Degree in a Specific Specialty

After reviewing the job description, the USCIS will evaluate your company's job requirements for the position to see if it qualifies as a specialty occupation. The USCIS has interpreted the regulations very narrowly to mean that if an employer accepts *various fields of study* for the position, then it must not be a specialty occupation since the job can be performed by candidates with various fields of study. There are federal court case decisions, such as *Raj & Co. v. United States Citizenship and Immigration and Services* and *Residential Finance Corp v. USCIS*, that have overturned the USCIS's narrow interpretation as being arbitrary, capricious, and abuse of discretion. Nonetheless, the USCIS is reasserting a legal position that it is **not bound** to follow the published decision of a United States district court arising even within the same district, citing the Board of Immigration Appeals decision in *Matter of K-S-*, 20 I&N Dec. 715 (1993).

The USCIS would only accept various fields of study only if *the specialties are closely related*, e.g., Chemistry and Biochemistry. On the other hand, a degree in two disparate fields, such as Philosophy and Engineering, will be rejected as the USCIS considers that the degree requirement is not in a specific specialty (or its equivalent), since Philosophy and Engineering are two separate distinct fields of study.

We came across a case decision by the USCIS in denying an H-1B for a "Training and Development Specialist" occupation. The USCIS cites the DOL's Occupational Outlook Handbook (OOH) regarding this occupation in which the DOL states that this occupation may be performed by specialists with a variety of education backgrounds such as a bachelor's degree in "Training and Development, Human Resources, Education or Instructional Design." The DOL further states that others have a degree in business administration or social science such as Organizational Psychology. The USCIS contends that since the OOH does not indicate that a baccalaureate degree in **a specific field of study** is the minimum

educational requirements for the occupation, this occupation could not qualify for H-1B. This is an example of the narrow interpretation of the USCIS when it comes to the issue of "specialty occupation". The USCIS has continued to rely on the OOH as the basis for its narrow interpretation of the law.

Overall, if you accept a range of specialties for the position offered, you will be required to establish that they are closely related and each specialty correlates to the position itself. Otherwise, there is a good chance that the case will be denied.

Company Standard

The USCIS will review subjective evidence to determine if a bachelor's degree in a specific specialty represents the minimum educational requirement for said position in your company. **Therefore, please provide the following to us:**

- Copies of your present and past job postings or announcements for the proffered position showing that you require applicants to have a minimum of a bachelor's or higher degree in a specific specialty or its equivalent.
- Documentary evidence of your past employment practices for the position, including copies of:
  - employment or pay records; and
  - degrees or transcripts to verify the level of education of each individual and the field of study for which the degree was earned.

Industry Standard

Aside from the subjective evidence above, the USCIS will request objective evidence to ascertain if a bachelor's degree in a specific specialty represents the minimum educational requirement for said position in the industry. The USCIS will review the DOL's OOH to determine whether said occupation qualifies as a specialty occupation in the industry. The USCIS has been using the vagueness in the DOL's OOH description in denying H-1B visa petitions. Particularly for cases that do not traditionally fall within Job Zone 4 or higher (e.g. Legal Assistants and Paralegals, Computer Support Specialists), the USCIS could argue that your job offered does not qualify as a specialty occupation. You can address this issue by submitting the following:

- Job postings or advertisements showing a degree requirement is common to the industry in parallel positions among similar organizations. Printing the ads out from indeed.com or other career sites may not be sufficient. Copies of the ads should be from a similar organization in the same industry as your company.
- Letters from an industry-related professional association indicating that they have made a bachelor's degree or higher in a specific specialty a requirement for entry into the field. Copies of letters or affidavits from firms or individuals in the industry that attest that similar organizations routinely employ and recruit only degreed individuals in a specific specialty. Any letter or affidavit should be supported by the following:
  - the writer's qualifications as an expert;
  - how the conclusions were reached; and
  - the basis for the conclusions supported by copies or citations of any material used.
- Any article or trade publication that explains the educational requirements for the job in the industry.

Step 3: Determining the Appropriate Wage Level for the Job

The main issue for the H-1B petitions is the LCA Wage Level. Because of the second goal of "Buy American and Hire American" Executive Order – creating higher wage rates and employment for US workers, the USCIS has argued that any H-1B petition with the designation of Level I wage rate may not be sufficient to qualify for an H-1B. The USCIS focuses on the definition of Level I as stated in the DOL's 2009 Prevailing Wage Guidance in serving as the foundation for its H-1B denials. For the detailed description of each wage level, please review the following definitions carefully.

> Level I (entry) wage rates are assigned to job offers for beginning level employees who have only a basic understanding of the occupation. These employees perform routine tasks that require limited, if any, exercise of judgment. The tasks provide experience and familiarization with the employer's methods, practices, and programs. The employees may perform higher level work for training and developmental purposes. These employees work under close supervision and receive specific instructions on required tasks and results expected. Their work is closely monitored and reviewed for accuracy. Statements that the job offer is for a research fellow, a worker in training, or an internship are indicators that a Level I wage should be considered.

> Level II (qualified) wage rates are assigned to job offers for qualified employees who have attained, either through education or experience, a good understanding of the occupation. They perform moderately complex tasks that require limited judgment. An indicator that the job request warrants a wage determination at Level II would be a requirement for years of education and/or experience that are generally required as described in the O*NET Job Zones.

> Level III (experienced) wage rates are assigned to job offers for experienced employees who have a sound understanding of the occupation and have attained, either through education or experience, special skills or knowledge. They perform tasks that require exercising judgment and may coordinate the activities of other staff. They may have supervisory authority over those staff. A requirement for years of experience or educational degrees that are at the higher ranges indicated in the O*NET Job Zones would be indicators that a Level III wage should be considered.
> Frequently, key words in the job title can be used as indicators that an employer's job offer is for an experienced worker. Words such as 'lead' (lead analyst), 'senior' (senior programmer), 'head' (head nurse), 'chief' (crew chief), or 'journeyman' (journeyman plumber) would be indicators that a Level III wage should be considered.

> Level IV (fully competent) wage rates are assigned to job offers for competent employees who have sufficient experience in the occupation to plan and conduct work requiring judgment and the independent evaluation, selection, modification, and application of standard procedures and techniques. Such employees use advanced skills and diversified knowledge to solve unusual and complex problems. These employees receive only technical guidance and their work is reviewed only for application of sound judgment and effectiveness in meeting the establishment's procedures and expectations. They generally have management and/or supervisory responsibilities.

While the DOL defines each wage level, the 2009 Prevailing Wage Guidance actually requires the employer to go through mathematical calculation in determining the appropriate wage level for the job. Nonetheless, the USCIS is using the DOL's definition as a way to question the specialty of the occupation. The USCIS contends that how would a position qualifies as a specialty occupation showing sufficient complexity (as explained in Step 1 above) and still meets the definition of entry level under Wage Level I.

If your company selects Wage Level I, then your company must explain why such a specialty occupation can still be an entry level position, which requires "only a basic understanding of the occupation ...

performs routine tasks that require limited, if any, exercise of judgment". **Your company will need to provide the following:**

- A copy of a line-and-block organizational chart showing your hierarchy and staffing levels. The organizational chart should:
    - list all divisions in the organization;
    - identify the proffered position in the chart;
    - show the names and job titles for those persons, if any, whose work will come under the control of the proposed position; and
    - indicate who will direct the beneficiary, by name and job title.
- Explain what "basic understanding" of the job means
- Explain how you intend to "closely supervise and monitor" the foreign national's work
- Explain whether the job only involves "exercising limited judgment, if any".

Step 4: Foreign National's Qualifications

The USCIS will review the foreign national's educational qualifications to determine if s/he has the necessary qualifications for the job. For instance, we have seen the USCIS raised issue regarding the applicability of a bachelor's degree in Electrical Engineering, Mechanical Engineering, or other science related field for the occupation of Software Engineer. Likewise, we have seen challenges from the USCIS in cases where the foreign national has a master's degree in Business Administration for the position of Market Research Analyst. The immigration regulations will allow an employer to consider the foreign national's additional professional experience in addition to the education based on the formula of 3 to 1, which means 3 years of professional experience is equivalent to each college year lack thereof. For instance, if you have a candidate who has a bachelor's degree in Electrical Engineering but has many years of work experience in computer related field, it is possible to ask for a foreign equivalency evaluation based on the combination of the education and professional experience to see if s/he has the equivalent of a bachelor's degree in Computer Science, Information Systems or a related field. Please pay particular attention to this as part of the H-1B preparation.

Step 5: Employer-Employee Relationship
Right to Control (for IT related positions only)

As an employer who seeks to sponsor a temporary worker in an H-1 B specialty occupation, you are required to establish by a preponderance of the evidence that a valid employer-employee relationship will exist between you and the beneficiary, and that you have the right to control the beneficiary's work, which may include the ability to hire, fire, pay, and supervise the beneficiary. Also, you should be able to establish that the above elements will continue to exist throughout the duration of the requested H-IB validity period.

Whether the foreign national will work at your company location or end client site, you must provide/answer the following:

- Specific project assignments;
- Skills required to perform the specialty occupation;
- The source of the instrumentalities and tools required to perform the specialty occupation;
- What is the location of the work;
- The duration of the relationship between you and the foreign national;
- Do you have the right to assign additional work to the foreign national?
- The extent of the foreign national's discretion over when and how long to work;

- How do you pay the foreign national (e.g. weekly, biweekly, monthly)?;
- Does the foreign national have the ability to hire and pay assistants?
- Is the specialty occupation work part of your regular business;
- Are you in business?
- Do you offer any employee benefits to the foreign national?
- The tax treatment of the foreign national (e.g. W2 or 1099)?
- Can you hire or fire the foreign national or set rules and regulations on his/her work;
- To what extent do you supervise the foreign national's work; and/or
- Does the foreign national report to someone higher in your organization?

The USCIS will require the following evidence in support of the H-1B petition:

- Copy of relevant portions of valid contracts, statements of work, work orders, service agreements, and letters between you and the authorized officials of the ultimate end-client
- Copy of a specific position description or any other documentation from the end client that describes the skills required to perform the job offered, the tools needed to perform the job, the product to be developed or the service to be provided;
- Sampling of the beneficiary's proposed duties along with project timelines, schedules, deliverables and whether the product will be produced for the marketplace;
- A comprehensive organizational chart, to include all employees, duties, current assignments and related educational requirements; and/or
- Signed copies of your two or three most recently filed Quarterly tax returns to include all required schedules and statements.
- If the beneficiary will be developing a product for the end client, please submit documentation to show the progress on the designated project(s). USCIS requests that you include updated timelines for anticipated or completed project deliverables. Please also indicate the current phase of the end client project. Additionally, USCIS requests that you provide a list of employees your end client has assigned or will assign to the project. Please note that USCIS may contact any clients whom your company, and your end client, claims to have previously had or currently have valid agreements in order to confirm the claimed relationship and verify your ability to offer specialty occupation work as a practicing business entity in the software and information technology industry. Please ensure that if you submit documentation concerning clients with whom you have provided or will provide software development services, the record should contain current contact information, including the name, title, phone number for place of employment, and email address of one or more representatives at each client's location who can corroborate documentation submitted. USCIS reserves the right to confirm all additional corroborative evidence submitted in your response.

III.   CONCLUSION

Please be advised that this is a work in progress. The USCIS may come up with additional issues to challenge our understanding of the immigration law. Thank you for your patience and cooperation in this matter. If you have any questions, please do not hesitate to contact us at 7032431474 or INFO@BRAVLIN.COM.

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ATTACHMENT A

EVIDENCE PERTAINING TO THE PROFFERED POSITION

Your office requests a detailed description of the proposed duties to show the complexity of the position. Below you will find the detailed breakdown, by percentage of time, of the job duties and responsibilities, how the tasks require the expertise of someone who holds a baccalaureate degree and how the beneficiary's education relates to the position [See Attachment 1: copies of the beneficiary's university diplomas and transcripts]. Pursuant to your request, below we will provide a detailed breakdown of the specific duties and responsibilities of the tasks involved in OBIEE report design and development described above.

DETAILED BREAKDOWN

Provide full life-cycle support of the OBIEE application suites, create the technical and design documentation, gathering and analyzing the business requirements in accordance with the best business practices. (10% of total time, 4 hours a week)

1) **Provide full life-cycle support of the OBIEE application suites:**

   - Provide support in each technical phase including creating mapping documents, staging loads, creating ETL mappings, Data Warehouse loads, RPD Development, Reports and Dashboards creation.
   - Involvement in each phase of project, right from gathering requirements, prepare documentation, development, testing and deployment.

2) **Technical and design documentation:**

   - Creating high level and low level design documents for each mapping specification before developing the Informatica (ETL) mappings. Documentation includes analyzing the source and target structure and column mappings.
   - Technical documentation includes aspects at database level, ETL (Informatica) level and at OBIEE(report) level.
   - Creating documents like code review checklist and migration checklist for database objects.

3) **Gathering and analyzing business/ user requirements:**

   - Gathering and understanding user/business requirements and customizing the technical systems to meet the requirements.
   - Good interaction with business users during each cycle of project development to make sure if technical system matches the business requirements or not.
   - Involving in estimating the Level of Effort(LOE) required for the new tasks and change requests in each release.

The ability to analyze and perform the above task competently is highly specialized that the underlying knowledge to perform such task is normally only acquired from one's college study towards a Master's degree in Information and Communications technology and bachelor's degree in Computer Sciences. The analysis involves detail understanding of software project development life cycle.

College Courses:

(PLEASE LIST AS MANY RELEVANT COURSES AS YOU HAVE TAKEN FROM WHICH YOU ACQUIRED THE TECHNICAL EXPERTISE TO DO THE WORK)

ICT – Technical Foundations: The course covers all the basic technical foundations and an individual project related to technical aspects. This course provides a substantive review of the technology at the core. Coverage includes hardware, networking technology, databases, information services, applications and the content in the enterprise context.

Project Management Tools and Techniques: The course covers the entire project development life cycle and the detailed analysis of each aspect during the project development and deployment. The course introduces the quality management and develops advanced skills in applying the project management tools and techniques. Emphasis is placed on the project planning, execution, and monitoring & controlling processes.

Data warehousing design: This course focuses on the structured data modeling, practical SQL coding knowledge and an in-depth understanding of data manipulation and data warehouse design. The course also covers working with the large data sets in a data warehouse environment and BI tools like OBIEE, OLAP (Online Analytical Processing).

Database Backup & Recovery: This course focus on design, develop and maintain database applications. It also covers apply data modeling and performance tuning through the latest technologies. We can attain knowledge on database backup and recovery techniques, creating plans to solve organizational issues and install database solutions.

Transact SQL Program: This is the primary programming interface between applications and the Microsoft SQL Server database. The course focuses on Transact SQL in a stored procedure context. These include basic and advanced SQL, SQL functions, stored procedure management and performance issues.

Implement and Configure OBIEE on Windows Environment and Integrate with Oracle Data warehouse, develop and enhance metadata (15% of total time, 6 hours a week).

1) **Configuring OBIEE on Windows Environment:**

- It is the responsibility of an OBIEE Admin/ Developer to configure the software on the respective environment.
- Install OBIEE server and client and adding users with different level of permissions.
- Involvement in Repository Configuration, troubleshooting, migration and server administration for DEV, TEST and PROD environments.

2) **Integrating with Oracle Data warehouse, develop and enhance metadata:**

- Responsibilities include maintaining the metadata in data warehouse (Oracle), developing ETL mappings using Informatica, developing OBIEE interactive reports that meets the user requirements.
- Maintaining OBIEE repository (RPD) and updating it for any changes. Enhancements are common for any new development tasks.
- Develop metadata repository using OBIEE Administration tool in physical, business model and Mapping and Presentation layer.

Knowledge on Data warehousing is not something one can easily acquire in a course of on-the-job training due to the specific technical knowledge involved. Most people acquire knowledge of Databases/ Data warehouse and client/server installations through courses such as Data Warehousing Design, Database Backup & Recovery, Transact – SQL Programming and an advanced level course that was acquired in a master's degree study.

College Courses:

(PLEASE LIST AS MANY RELEVANT COURSES AS YOU HAVE TAKEN FROM WHICH YOU ACQUIRED THE TECHNICAL EXPERTISE TO DO THE WORK)

- **Data warehousing design:** This course focuses on the structured data modeling, practical SQL coding knowledge and an in-depth understanding of data manipulation and data warehouse design. The course also covers working with the large data sets in a data warehouse environment and BI tools like OBIEE, OLAP (Online Analytical Processing).
- **Database Backup & Recovery**: This course focus on design, develop and maintain database applications. It also covers apply data modeling and performance tuning through the latest technologies. We can attain knowledge on database backup and recovery techniques, creating plans to solve organizational issues and install database solutions.
- **Transact SQL Program:** This is the primary programming interface between applications and the Microsoft SQL Server database. The course focuses on Transact SQL in a stored procedure context. These include basic and advanced SQL, SQL functions, stored procedure management and performance issues.

<u>Implementation of redesigned reporting system and training of client staff for a successful deployment of the new reporting system (20% of total time, 8 hours a week).</u>

1) Implementation of redesigned reporting system:

- Responsible for implementing the new reporting systems as per the client requirements, interactive dashboards must be redesigned, developed and modified according to the new system.
- Responsibilities include code changes at ETL Informatica level considering the new requirements aspect.
- Further work included after deploying the code to UAT for BA testing and need to tune performance of Informatica sessions for large data files by increasing block size, data cache size and sequence buffer length.
- Handle the technical problems of the database when implementing the new systems.

2) Training of client staff for a successful deployment of the new reporting system:

- Responsible for training the client staff after successfully deploy the new reporting system in PROD, client should feel ease to use the reports for business use.
- Troubleshoot and immediate fixes in case of any complexities in new report system usage and make it more interactive.
- Handle the data issues in case of any changes in the report systems post deployment and give the proper training to client staff on new system functionalities and for any changes.

The ability to perform necessary analysis and utilization of highly technical knowledge as mentioned above is only acquired in one's college study in the following courses.

College Courses:

(PLEASE LIST AS MANY RELEVANT COURSES AS YOU HAVE TAKEN FROM WHICH YOU ACQUIRED THE TECHNICAL EXPERTISE TO DO THE WORK)

- **Project Management Tools and Techniques:** The course covers the entire project development life cycle and the detailed analysis of each aspect during the project development and deployment. The course introduces the quality management and develops advanced skills in applying the project management tools and techniques. Emphasis is placed on the project planning, execution, and monitoring & controlling processes.
- **Web enabled information systems:** The course is an introduction to the design of information systems which reviews modern design and programming principles introduces database design, object oriented principles and security issues and best practices related to web application development.

Identify key business metrics, planning and reporting requirements, design and develop planning models, and implement new performance reporting, planning and forecasting processes within the OBIEE toolset (20% of total time, 8 hours a week).

1) **Planning and reporting requirements, design and develop planning models:**

- Interact with business teams and identify key aspects, gathering business requirements as well as design business and functional specifications.
- Involvement in converting and designing the business requirements into technical specifications and develop ETL Informatica mappings which include extracting data from flat files and relational databases into staging areas and to data warehouse.
- Tuning the Informatica mappings for optimal load performance and creating RPD model for reporting through BI answers.

2) **Implement new performance reporting, planning and forecasting processes:**

- Test the report performance by testing report prompts, filters and report views, implement new report systems for performance upgrade.
- Develop implementation plans and configuring DAC (Data warehouse Administration Console) to run nightly data loads on daily basis.
- Monitoring ETL job runs in PROD and provide support for any code fixes.

The tasks mentioned above requires in-depth knowledge that is normally only acquired in one's college study in the following courses.

College Courses:

(PLEASE LIST AS MANY RELEVANT COURSES AS YOU HAVE TAKEN FROM WHICH YOU ACQUIRED THE TECHNICAL EXPERTISE TO DO THE WORK)

- **Data warehousing design:** This course focuses on the structured data modeling, practical SQL coding knowledge and an in-depth understanding of data manipulation and data warehouse design. The course also covers working with the large data sets in a data warehouse environment and BI tools like OBIEE, OLAP (Online Analytical Processing).
- **Enterprise Architecture:** The course covers integrating information and communications technologies to effectively and efficiently support business goals. The course provides an overview of the global enterprise-wide architectural framework that drives business decisions regarding selection and implementation of Information and Communications Technology.

Create interactive reports including charts, pivot tables and other views, managing security privileges for each subject area and dashboards as per the user requirements (25% of total time, 10 hours a week).

1) **Create interactive reports including charts, pivot tables and other views:**

   - Develop interactive OBIEE reports using different views like bar, line, pie charts, tables, pivot tables and other views that depend on the business requirements.
   - Develop interactive dashboards using dashboard prompts, attractive landing pages with multiple links, guided navigations, answer queries, BI Publisher reports.
   - Formatting reports/ dashboards with attractive colors, wordings, front end design as per the client requirement.
   - Develop metadata repository using OBIEE Administration Tool in physical, BMM and presentation layer.

2) **Managing security privileges for each subject area and dashboards as per the user requirements:**

   - Provide controlled access to data by giving permissions at different levels like at section level, dashboard level, subject area level etc.
   - Configuring role based privileges to users and groups, permissions include view, create, update or enable the users to manage responsibilities.

The ability to utilize highly technical knowledge as mentioned above is only acquired in one's college study in the following courses.

College Courses:

(PLEASE LIST AS MANY RELEVANT COURSES AS YOU HAVE TAKEN FROM WHICH YOU ACQUIRED THE TECHNICAL EXPERTISE TO DO THE WORK)

   - **Data warehousing design:** This course focuses on the structured data modeling, practical SQL coding knowledge and an in-depth understanding of data manipulation and data warehouse design. The course also covers working with the large data sets in a data warehouse environment and BI tools like OBIEE, OLAP (Online Analytical Processing).

Enhance performance of Reports/Dashboards by implementing Caching, Materialized Views and Table Partitions. Support the testing efforts and provide technical expertise for the Data warehouse environmental projects. Identify potential improvement opportunities for the reporting systems to best suit the project needs (10% of total time, 4 hours a week).

Enhance performance of Reports/Dashboards by implementing Caching, Materialized Views and Table Partitions:

- Implementing some of the methodologies like creating materialized views, caching and partitioning the tables in order to improve the performance of reports and dashboards created.
- Adding new prompts, columns, charts etc., for better performance of reports/ dashboards based on the user requirements. Implementing new reporting systems and create interactive reports/dashboards to meet the project requirements.

Support the testing efforts and provide technical expertise for the Data warehouse environmental projects:

- Provide support for testing the OBIEE reports/ dashboards by providing the test cases to make sure if all the prompts and views are working as expected.
- Provide technical support/ expertise at any level of technical aspects like database scripts, ETL mappings, reports/ dashboards changes.
- Provide post production support in case of any enhancements/ additions/ changes required in report views/ dashboards.

The above tasks require a good technical knowledge and can be acquired in college study in the following courses.

- **Transact SQL Program:** This is the primary programming interface between applications and the Microsoft SQL Server database. The course focuses on Transact SQL in a stored procedure context. These include basic and advanced SQL, SQL functions, stored procedure management and performance issues.

- **Web enabled information systems:** The course is an introduction to the design of information systems which reviews modern design and programming principles introduces database design, object oriented principles and security issues and best practices related to web application development.

As an example, to show the technical complexity of the beneficiary's duties and responsibilities, enclosed you will find various technical documentation showing how a BI Developer must follow to perform the required analysis and development related tasks. Given the above detailed explanation of the beneficiary's duties and responsibilities, it is well established that the position offered involves highly specialized tasks and responsibilities of a professional stature where someone without a requisite educational requirement simply would not have the ability, the specialized knowledge and the skills that are normally associated with someone holding a bachelor's degree in computer science, mathematics, electronic/electronical engineering to perform.