



# Characteristics of H-1B Specialty Occupation Workers

Fiscal Year 2023 Annual Report to Congress  
October 1, 2022 – September 30, 2023

March 6, 2024



Homeland  
Security

*U.S. Citizenship and  
Immigration Services*



**Homeland  
Security**

March 6, 2024

## Foreword

On behalf of the Department of Homeland Security (DHS), I am pleased to present the following report, “Characteristics of H-1B Specialty Occupation Workers” for Fiscal Year 2023, prepared by U.S. Citizenship and Immigration Services.

Pursuant to statutory requirements, this report is being provided to the following Members of Congress:

The Honorable Richard Durbin  
Chairman, Senate Committee on the Judiciary

The Honorable Lindsey Graham  
Ranking Member, Senate Committee on the Judiciary

The Honorable Jim Jordan  
Chairman, House Committee on the Judiciary

The Honorable Jerrold Nadler  
Ranking Member, House Committee on the Judiciary

Inquiries relating to this report may be directed to the DHS Office of Legislative Affairs at (202) 447-5890.

Respectfully,

A handwritten signature in dark ink, appearing to read "Zephra Buetow".

Zephra Buetow  
Assistant Secretary for Legislative Affairs

# Executive Summary

*The American Competitiveness and Workforce Improvement Act of 1998 (ACWIA)*, Pub. L. 105-277, div. C, tit. IV § 416(c)(2), 112 Stat. 2681, imposes annual reporting requirements on U.S. Citizenship and Immigration Services (USCIS) concerning the countries of origin and occupations of educational levels attained by, and compensation paid to, noncitizens who were issued visas or otherwise provided nonimmigrant status under section 101(a)(15)(H)(i)(b) of the *Immigration and Nationality Act (INA)* during the previous fiscal year (FY).

To fulfill this requirement, USCIS submits the following report for FY 2023, October 1, 2022 – September 30, 2023.

## **Highlights**

- The number of H-1B petitions filed decreased by about 18 percent, from 474,301 in FY 2022 to 386,559 in FY 2023.
- The number of H-1B petitions approved decreased by 13 percent from 442,043 in FY 2022 to 386,318 in FY 2023.<sup>1</sup>

The decrease in the number of H-1B petitions received and approved can be attributed, in part, to a drop in the number of Change of Employer petitions received in FY2023. In FY 2023, 75,843 of these petitions were received, down from 123,888 in FY 2022. The decrease can also be attributed to the number and timing of H-1B cap rounds of selection in FY 2021, FY 2022 and FY 2023, the timing of the receipt of H-1B cap petitions based on selected registrations and, by extension, the timing of approvals (e.g., the third round of selection in November 2021 led to petitions being filed and approved in FY 2022 that might have otherwise been filed and approved in FY 2021).

- The median age of beneficiaries with approved petitions in FY 2023 was 33 years old, which is the same as FY 2022.
- The highest educational attainment of 34 percent of beneficiaries with an approved H-1B petition in FY 2023 was a bachelor's degree. In addition, 22 percent of approved petitions were for workers with a master's degree, 8 percent had a doctorate, almost 4 percent had a professional degree, and 32 percent had an unknown education level.<sup>2</sup>

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<sup>1</sup> This number does not reflect approval versus denial rates, but rather shows the number of approved petitions overall this year versus the number approved last year. The figures for Fiscal Year (FY) 2023 include some petitions that were filed in a previous fiscal year but were approved in FY 2023.

<sup>2</sup> The reporting of a domestic or foreign degree is not required in a standard format on USCIS or Department of Labor (DOL) forms, which is why there is a high proportion of "unknown" education levels based on available data.

- The number of H-1B petitions approved in FY 2023 for workers in computer-related occupations was 251,084, or 65 percent of approved petitions.
- The median compensation of beneficiaries with approved petitions remained the same at \$118,000 in both FY 2022 and FY 2023.

The data contained in this report were extracted by the USCIS Office of Performance and Quality in November 2023.



# Characteristics of H-1B Specialty Occupation Workers

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# I. Legislative Requirement

Section 416(c)(2) of the *American Competitiveness and Workforce Improvement Act of 1998* (ACWIA), Pub. L. 105-277, div. C, tit. IV, 112 Stat. 2681, includes the following reporting requirement:<sup>3</sup>

[T]he Attorney General<sup>4</sup> shall submit on an annual basis, to the Committees on the Judiciary of the United States House of Representatives and the Senate, information on the countries of origin and occupations of, educational levels attained by, and compensation paid to, noncitizens who were issued visas or otherwise provided nonimmigrant status under section 101(a)(15)(H)(i)(b) of the Immigration and Nationality Act during the previous fiscal year.

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<sup>3</sup> Sections 416(c)(1) and (3) of ACWIA, Pub. L. 105-277, div. C, tit. IV, 112 Stat. 2681, require the submission of data on the number of noncitizens issued visas or otherwise provided nonimmigrant status pursuant to petitions filed by institutions or organizations described in section 212(p)(1) of the INA, 8 USC 1182(p)(1). This data is included in the “Report on H-1B Petitions” for Fiscal Year 2023.

<sup>4</sup> As of March 1, 2003, in accordance with section 1517 of Title XV of the *Homeland Security Act of 2002* (HSA), Pub. L. 107-296, 116 Stat. 2135, any reference to the Attorney General in a provision of the *Immigration and Nationality Act* describing functions which were transferred from the Attorney General or other Department of Justice official to the Department of Homeland Security by the HSA “shall be deemed to refer to the Secretary” of Homeland Security. See 6 USC 557 (2003) (codifying HSA, Title XV, § 1517).

## II. Background

*An H-1B temporary worker is generally a noncitizen admitted to the United States to perform services in a “specialty occupation.”*<sup>5</sup>

The H-1B nonimmigrant classification is a vehicle through which employers may obtain high-skilled workers on a temporary basis. U.S. employers may file Form I-129, Petition for a Nonimmigrant Worker (H-1B petition), for a noncitizen to perform services: in a specialty occupation; of an exceptional nature relating to a Department of Defense (DOD) cooperative research and development project or coproduction project; or of distinguished merit and ability in the field of fashion modeling. The vast majority of H-1B petitions are specialty occupation petitions.

Prior to employing an H-1B temporary worker, the U.S. employer must first obtain a certified Form ETA-9035/9035E Labor Condition Application (LCA) from the Department of Labor (DOL) and then file an H-1B petition with U.S. Citizenship and Immigration Services (USCIS).<sup>6</sup> The LCA specifies the job, wages, length, and geographic location of employment. In addition, to protect U.S. workers (as well as H-1B workers), the employer must agree to pay the noncitizen the greater of the actual wage paid by the employer to other workers with similar experience and qualifications for the specific employment in question or the prevailing wage for the occupation in the area of intended employment. Certain H-1B dependent and willful violator employers<sup>7</sup> must also recruit U.S. workers before petitioning for H-1B workers and are subject to restrictions on displacing U.S. workers.

To qualify as a specialty occupation, the position must meet one of the following criteria: (1) a bachelor’s or higher degree or its equivalent is normally the minimum entry requirement for the position; (2) the degree requirement is common to the industry in parallel positions among similar organizations or, in the alternative, the position is so complex or unique that it can be performed only by an individual with a degree; (3) the employer normally requires a degree or its equivalent for the position; or (4) the nature of the specific duties is so specialized and complex that the knowledge required to perform the duties is usually associated with attainment of a bachelor’s or higher degree. *See* 8 CFR 214.2(h)(4)(iii)(A).

In order to perform services in a specialty occupation, a noncitizen must meet one of the following criteria: (1) hold a U.S. bachelor’s or higher degree as required by the specialty occupation from an accredited college or university; (2) possess a foreign degree determined to be equivalent to a U.S. bachelor’s or higher degree as required by the specialty occupation from an accredited college or university; (3) have any required license or other official permission to

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<sup>5</sup> INA Section 214(i)(1), 8 USC 1184(i)(1), defines a specialty occupation as “an occupation that requires—(A) theoretical and practical application of a body of highly specialized knowledge, and (B) attainment of a bachelor’s or higher degree in the specific specialty (or its equivalent) as a minimum for entry into the occupation in the United States.”

<sup>6</sup> An LCA is not required for petitions involving DOD cooperative research and development projects or coproduction projects. *See* 8 CFR 214.2(h)(4)(vi)(A)(2).

<sup>7</sup> For standards that define willful violator employer, see <https://www.dol.gov/agencies/whd/fact-sheets/62s-h1b-willful-violators>.

practice the occupation (for example, architect, surveyor, physical therapist) in the state in which employment is sought, with limited exceptions; or (4) have education, specialized training, or progressively responsible experience (or a combination thereof) that is equivalent to completion of a U.S. bachelor's degree or higher in the specialty occupation, and have recognition of expertise through progressively responsible positions directly related to the specialty occupation. *See* 8 CFR 214.2(h)(4)(iii)(C). Specialty occupations include, but are not limited to, architecture, engineering, accounting, law, and medicine. *See* 8 CFR 214.2(h)(4)(ii).

USCIS is responsible for determining eligibility for the classification sought. Approval of an H-1B petition, however, does not guarantee issuance of an H-1B visa or admission to the United States in H-1B status. The responsibility for visa issuance rests primarily with the U.S. Department of State (DOS), which determines, at a U.S. Embassy or Consulate abroad, whether a prospective noncitizen employee is eligible for issuance of a visa after the H-1B petition has been approved by USCIS. Determinations of whether to admit a noncitizen in H-1B status are made by U.S. Customs and Border Protection at a port of entry. Possession of a visa does not guarantee admission.

A noncitizen generally may be admitted to the United States in H-1B status for a maximum period of six years. *See* 8 USC 1184(g)(4). However, each H-1B petition may only be approved for a maximum initial period of admission of three years.<sup>8</sup> *See* 8 CFR 214.2(h)(9)(iii)(A)(1). The H-1B petition may be used to sponsor a noncitizen for an initial period of H-1B employment or to extend or change the authorized stay of a noncitizen previously admitted to the United States in H-1B status or another nonimmigrant status. An employer may file the petition to sponsor a noncitizen who currently has H-1B nonimmigrant status working for another employer or amend a previously approved petition. Therefore, the total number of approved petitions in any given fiscal year may exceed the actual number of noncitizens who are provided nonimmigrant status in the H-1B classification. At the end of the six-year period, the noncitizen must either change to a different status (if eligible) or depart the United States, unless the noncitizen is exempt.<sup>9</sup> USCIS regulations provide that a noncitizen who has resided and been physically present outside the United States for at least one year may be eligible for a new six-year period of admission in H-1B status. *See* 8 CFR 214.2(h)(13)(iii)(A).

When the H-1B category was enacted in 1990, Congress set a maximum of 65,000 noncitizens who could be issued initial H-1B visas or otherwise provided initial H-1B nonimmigrant status during each fiscal year. This limitation, commonly referred to as the "H-1B cap," generally does not apply to H-1B petitions filed on behalf of certain noncitizens who have previously been counted against the cap. *See* 8 USC 1184(g)(7). Thus, generally, a petition to extend an H-1B nonimmigrant's period of stay, change the conditions of the H-1B nonimmigrant's current employment, or request new H-1B employment for an H-1B worker already in the United States will not count against the H-1B fiscal year cap. An approved petition for initial employment is

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<sup>8</sup> A noncitizen involved in DOD cooperative research and development projects or coproduction projects may be admitted to the United States in H-1B status for a maximum period of 10 years. *See* 8 CFR 214.2(h)(13)(iii)(B). However, the H-1B petition may only be approved for a maximum period of five years. *See* 8 CFR 214.2(h)(9)(iii)(A)(2).

<sup>9</sup> Certain noncitizens are exempt from the six-year maximum period of admission under the provisions of the American Competitiveness in the Twenty-First Century Act of 2000 (AC21), Pub. L. 106-313, 114 Stat. 1251. *See* 8 CFR 214.2(h)(13)(iii)(D) and (E).



also exempt from the cap if the petitioner is a public or nonprofit institution of higher education or nonprofit entity affiliated with or related to such an institution of higher education, or if the petitioner is a nonprofit research organization or governmental research organization. *See* 8 USC 1184(g)(5)(A)-(B).

*The American Competitiveness and Workforce Improvement Act of 1998 (ACWIA) and The American Competitiveness in the Twenty-first Century Act of 2000 (AC21)* made significant changes to policy and procedure governing the H-1B classification, including providing temporary increases in the fiscal year limitations on the number of noncitizens who may be issued H-1B visas or otherwise provided H-1B nonimmigrant status and providing certain exemptions to these limitations. Under ACWIA, the annual ceiling was increased from 65,000 to 115,000 in Fiscal Years (FY) 1999 and 2000 and to 107,500 in FY 2001. AC21 raised the limit in FY 2001, FY 2002, and FY 2003 to 195,000. In FY 2004, the H-1B cap reverted to 65,000 per fiscal year and remains at that level.<sup>10</sup> These statutory provisions also provided for certain exemptions from the fiscal year H-1B cap, as described above. The *H-1B Visa Reform Act of 2004* mandated that 20,000 H-1B petitions filed on behalf of noncitizens who have earned a master's or higher degree from a U.S. institution of higher education will be exempt from each fiscal year's H-1B cap. *See* 8 USC 1184(g)(5)(C).

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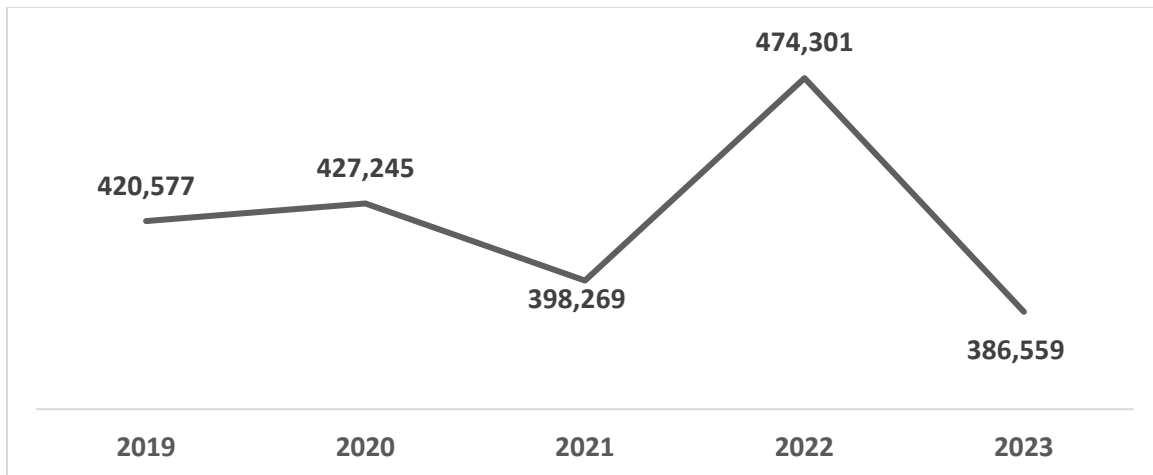
<sup>10</sup> Each fiscal year, up to 1,400 H-1B visa numbers are set aside for nationals of Chile and up to 5,400 are set aside for nationals of Singapore under the provisions of free trade agreements between the United States and each country. *See* 8 USC 1184(g)(8)(B)(ii). In addition, there is a limit of no more than 100 noncitizens in the United States at any time performing services in a DOD cooperative research and development project or coproduction project. *See* 8 CFR 214.2(h)(8)(i)(B).

### III. Data Report

#### Section 3.1 – Petitions Filed

During FY 2023, USCIS received 386,559 H-1B petitions. This is a decrease in filings of about 18 percent compared to FY 2022. (See details in Figure 1, as well as Appendix D, Table 1a.)

Figure 1. H-1B Petitions Filed, FY 2019 to 2023

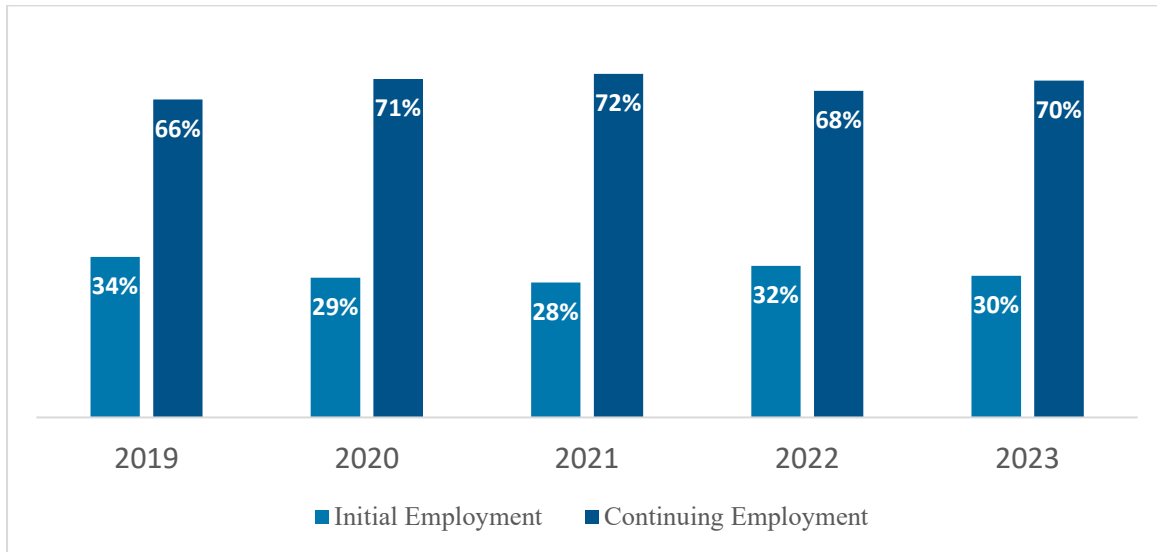


Source: USCIS, CLAIMS 3 (Computer Linked Application Management Information System 3) and Electronic Immigration System (ELIS) accessed November 2023 Department of Homeland Security, U.S. Citizenship and Immigration Services

Figure 2 shows a breakdown of all petitions filed between FY 2019 to FY 2023 by type of petition (initial or continuing).<sup>11</sup> Although FY 2023 petitions for continuing employment decreased in number, they increased slightly in percent share from FY 2022—from 68 percent to 70 percent. Initial employment decreased in terms of overall number and percent share from 32 percent to 30 percent compared to the previous year.

<sup>11</sup> The terms “initial employment” and “continuing employment” are used throughout this report to identify two types of petitions. Petitions for initial employment are filed for new H-1B employment with an employer, only some of which are applied to the annual cap. Examples of petitions for initial employment that are exempt from the cap include petitions submitted by nonprofit research organizations or governmental research organizations. Initial employment also includes petitions for concurrent employment that are filed for H-1B workers intending to work simultaneously for an additional H-1B employer. Continuing employment petitions refer to extensions, amendments and sequential employment, which are filed for noncitizens already in the United States. Petition extensions are typically filed for H-1B workers intending to continue working for the same employer. Amendments are filed for H-1B workers to reflect a change in the terms or conditions of previously approved employment. Sequential employment refers to petitions for workers transferring between employers. Beginning in FY 2020, “initial” and “continuing” employment are defined using answers to Part 2, Question 2 on Form I-129, Petition for Nonimmigrant Worker. (See also Figure 4 and Appendix D, Table 2 for data on the detailed petition types that correspond to responses to this question.) Prior year versions of this report used answers to Part 2, Question 4 to distinguish between initial and continuing employment. This update allows for greater consistency across USCIS data sources including the [H-1B Employer Data Hub](#).

Figure 2. H-1B Petitions Filed for Initial and Continuing Employment, FY 2019 to 2023



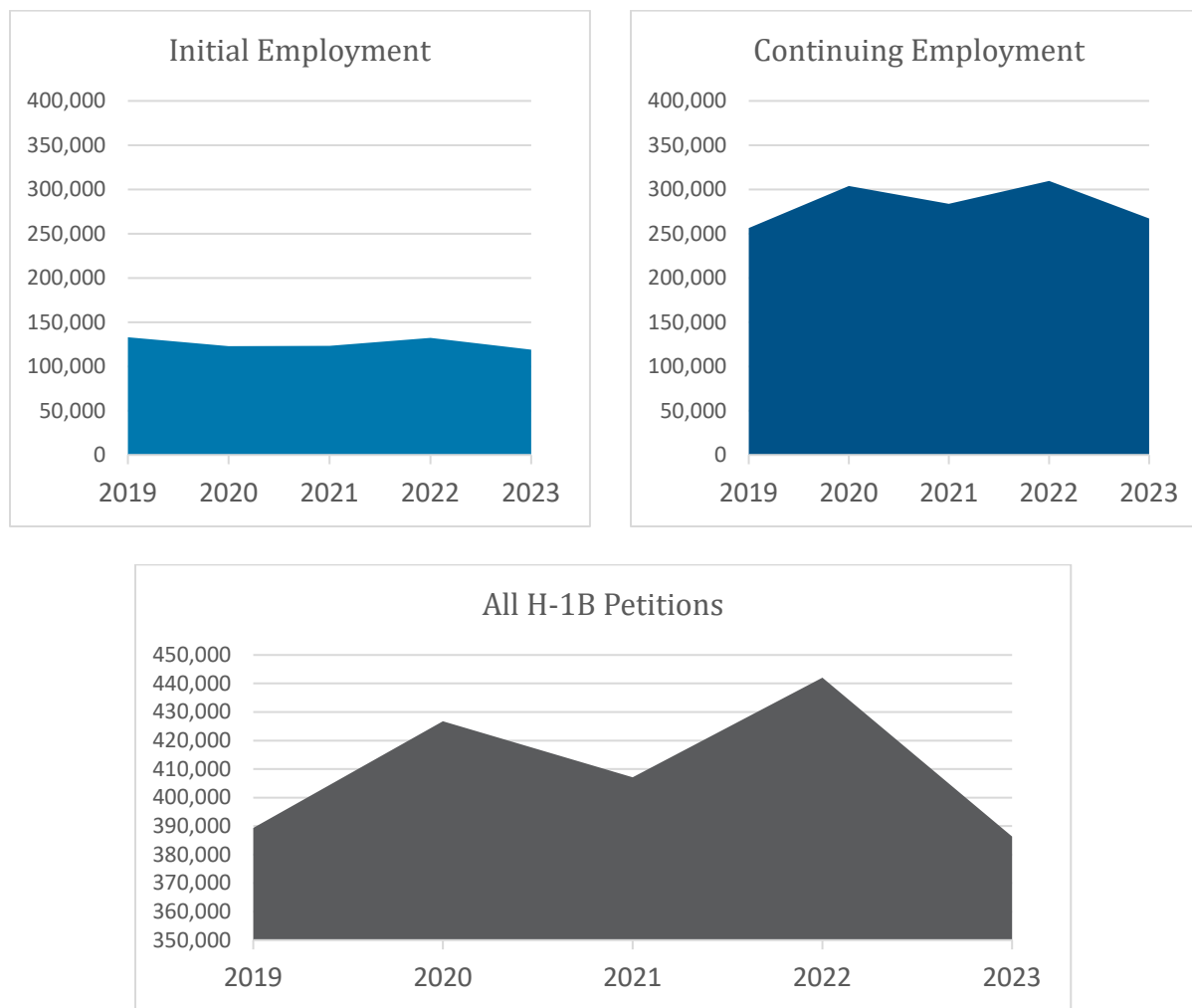
Source: USCIS, CLAIMS 3 and ELIS, accessed November 2023  
Department of Homeland Security, U.S. Citizenship and Immigration Services

## Section 3.2 – Approved Petitions

USCIS approved 386,318 H-1B petitions in FY 2023, the lowest number of approvals in the previous four years.<sup>12</sup> Of those, USCIS approved 118,948 petitions for initial employment in FY 2023 and 267,370 petitions for continuing employment in FY 2023, which was fewer than in any of the previous four fiscal years except FY 2019. (See Appendix D, Table 1b.) The lower numbers of approvals can be attributed to the lower number of petitions received in FY 2023.

<sup>12</sup> These figures represent petitions that were approved during the respective fiscal year, irrespective of whether the petition was received during the same fiscal year or in a prior year. Beginning in FY 2020, data on case outcomes are based on the first adjudicative decision made to approve or deny a petition. Subsequent actions taken on individual cases, such as on an appeal or revocation, are excluded. This method may differ from prior year reports, which identified the approval or denial status of a petition based on the most recent petition decision at the time that the data were generated. This update allows for greater consistency across USCIS data sources including the [H-1B Employer Data Hub](#).

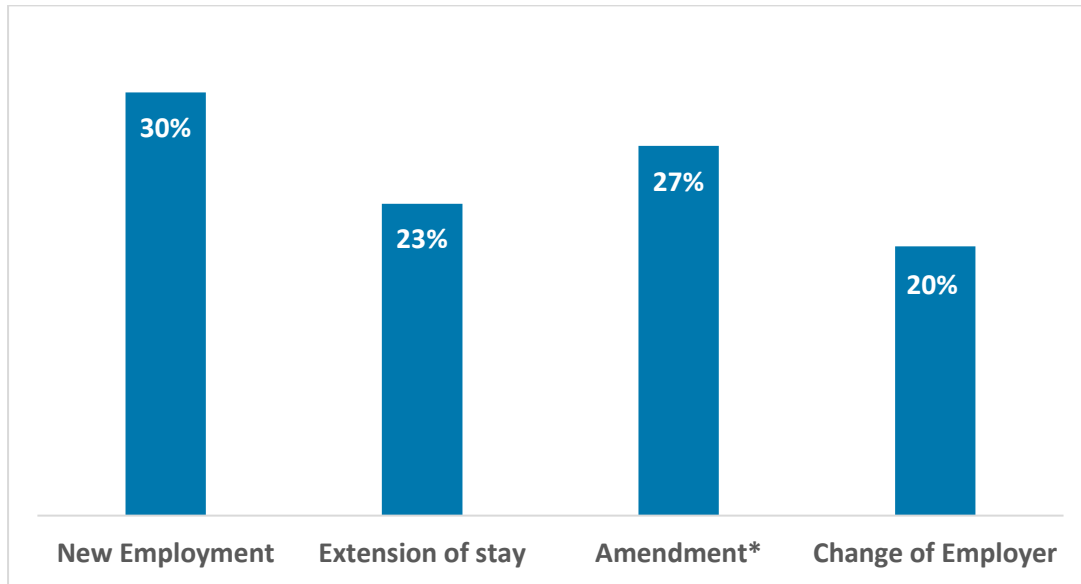
Figure 3. H-1B Petitions Approved for Initial and Continuing Employment, FY 2019 to 2023



Source: USCIS, CLAIMS 3 and ELIS, accessed November 2023  
 Department of Homeland Security, U.S. Citizenship and Immigration Services

Approved petitions for initial employment include petitions for new employment (30 percent) and new concurrent employment (less than one percent). Petitions for continuing employment include requests for extensions (23 percent), amendments (27 percent), and sequential employment (i.e., change of employer, 20 percent). *See* Appendix D, Table 2.

Figure 4. Detailed Type of Approved H-1B Petitions, FY 2023



Note: New concurrent employment (<1%) not shown.

\* Some of these petitions also include a request for extension of stay.

Source: USCIS, CLAIMS 3 and ELIS, accessed November 2023

Department of Homeland Security, U.S. Citizenship and Immigration Services

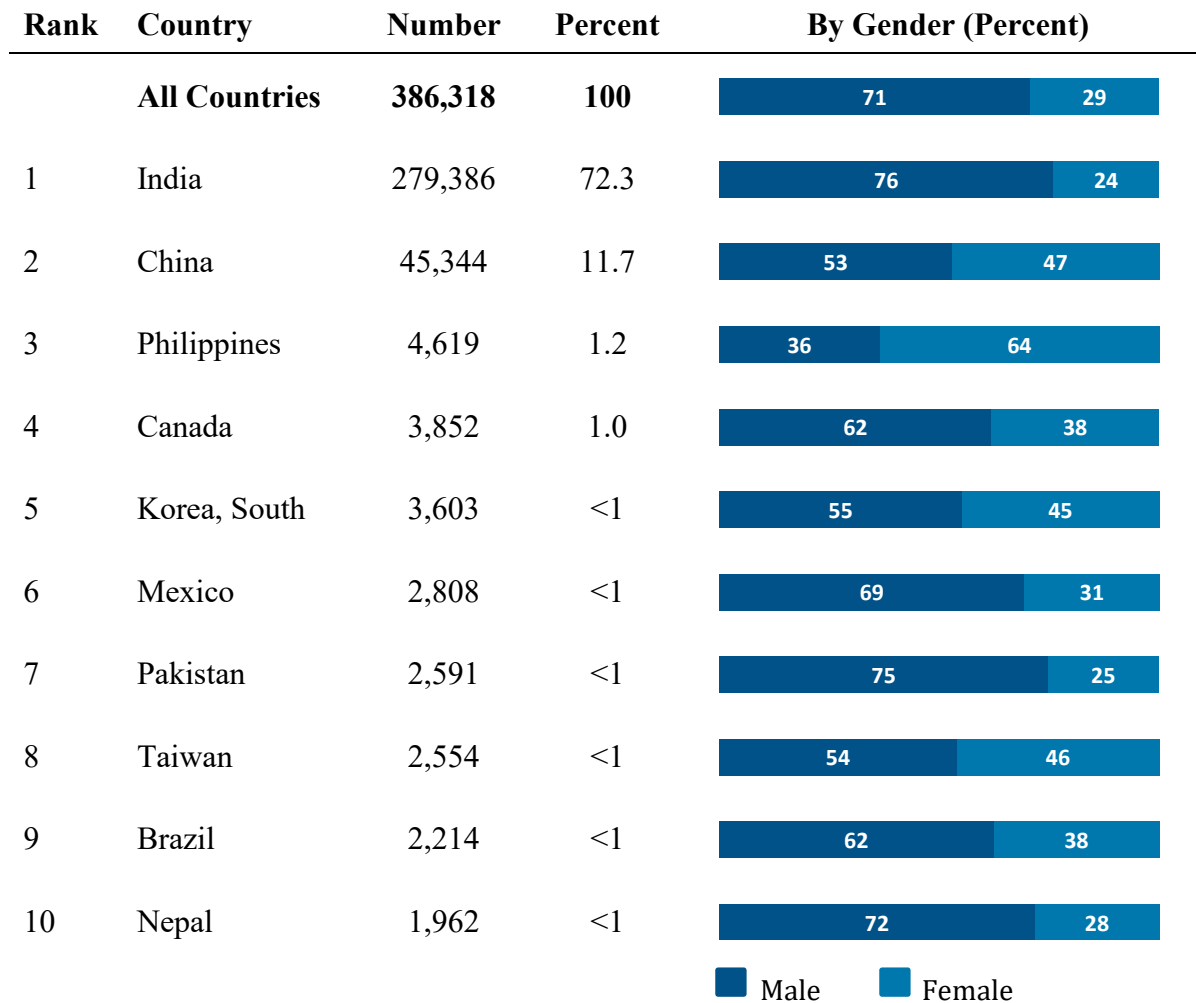
### Section 3.3 – Approved Petitions by Country of Birth and Gender

Of the H-1B petitions approved in FY 2023, 72 percent were for beneficiaries whose country of birth was India.<sup>13</sup> The second most common country of birth was China, accounting for approximately 12 percent of all beneficiaries. Figure 5 shows the ten most prevalent countries of birth of H-1B beneficiaries. Apart from India and China, the other eight countries in the top ten collectively account for 6 percent of beneficiaries. Approved petitions for beneficiaries born in India and China combined make up a larger share of continuing employment (90 percent) than of initial employment (71 percent).

In FY 2023, males accounted for a majority (71 percent) of all approved H-1B petitions and females accounted for 29 percent. Among the countries shown in Figure 5, the proportion of male to female H-1B beneficiaries for each country ranges from 75 percent male and 25 percent female for Pakistan, to 36 percent male and 63 percent female for the Philippines. (See Appendix D, Tables 4a, 4b, and 4c.)

<sup>13</sup> Data represent countries and territories of birth.

Figure 5. Top Ten Countries of Birth of Approved H-1B Beneficiaries, FY 2023



Note: For a complete list of countries of birth of H-1B beneficiaries, See Appendix D, Table 4a  
Source: USCIS, CLAIMS 3 and ELIS, accessed November 2023  
Department of Homeland Security, U.S. Citizenship and Immigration Services

## Section 3.4 – Approved Petitions by Age and Gender

Female beneficiaries make up 37 percent of approved initial employment petitions compared to 26 percent of continuing employment, as shown in Figure 6a. Overall, male beneficiaries make up the larger majority in both approved initial and continuing employment petition types.

The median age of approved H-1B beneficiaries in FY 2023 was 33 years old. Figure 6b shows the age distribution within each gender group of approved H-1B beneficiaries. Among beneficiaries approved for initial employment, nearly two-thirds (61 percent) were between 25 and 34 years old. Beneficiaries approved for continuing employment were slightly older, with nearly two-thirds (63 percent) between 30 and 39 years old. (See Appendix D, Table 5.)

Figure 6a. Approved H-1B Beneficiaries by Type of Petition and Gender, FY 2023

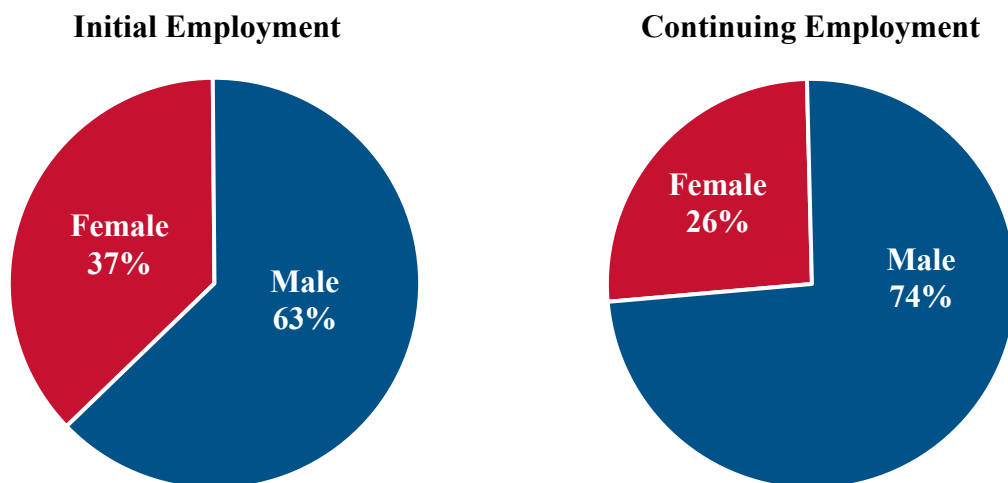
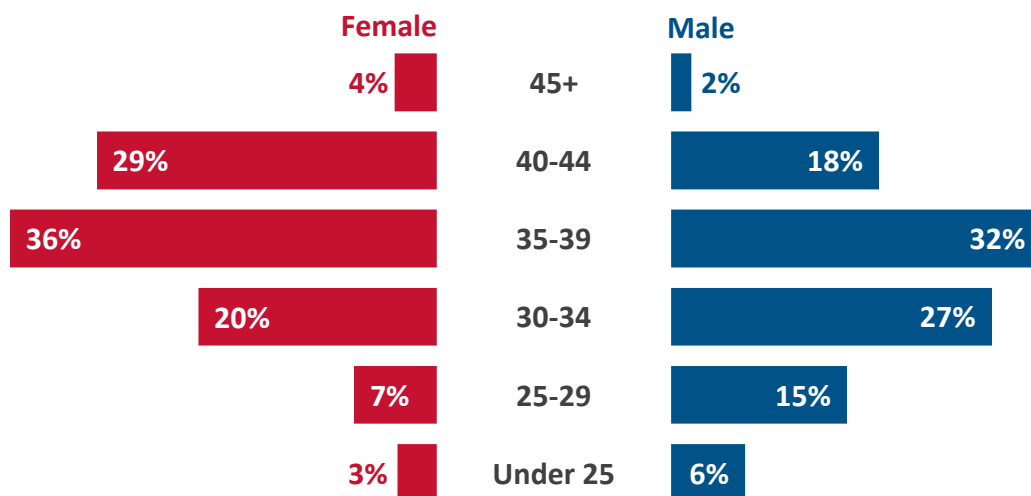


Figure 6b. Approved H-1B Beneficiaries by Age and Gender, FY 2023



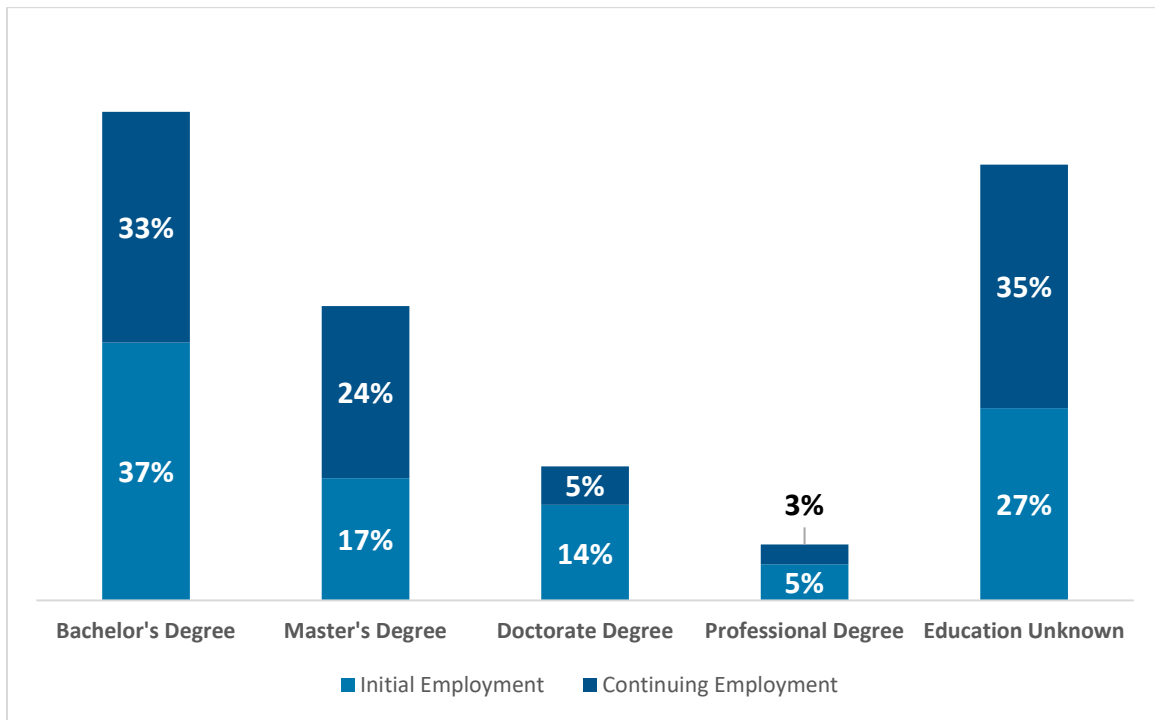
Source: USCIS, CLAIMS 3 and ELIS, accessed November 2023  
 Department of Homeland Security, U.S. Citizenship and Immigration Services

### Section 3.5 – Approved Petitions by Level of Education and Gender

Of all approved H-1B petitions in FY 2023, 22 percent reported that the beneficiary's highest educational degree attained was a master's degree, 34 percent had a bachelor's degree, 8 percent had a doctorate, almost 4 percent had a professional degree, and 32 percent had education level

unknown.<sup>14</sup> (See Appendix D, Table 6.) A greater share of beneficiaries approved for initial employment had earned a doctorate or professional degree (14 and 5 percent, respectively) compared to continuing employment (5 and 3 percent, respectively.) See Figure 7. While men outnumber women in every education category, a greater share of women have a master’s, doctorate, or professional degree compared to their male counterparts. See Figure 8.

Figure 7. Highest Level of Education of Approved H-1B Beneficiaries by Type of Petition, FY 2023

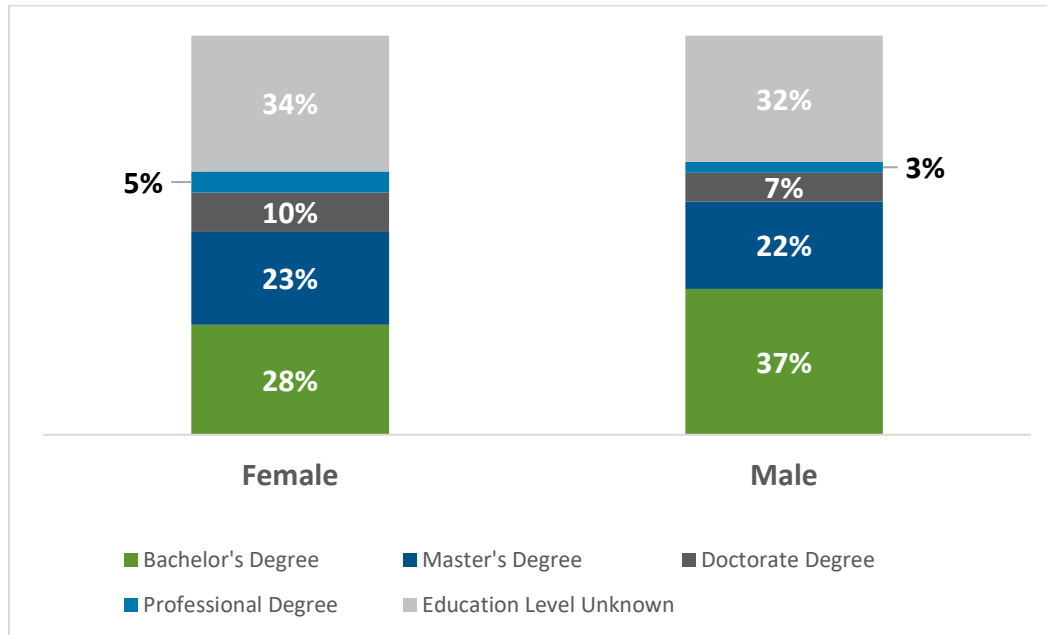


Source: USCIS, CLAIMS 3 and ELIS, accessed November 2023  
Department of Homeland Security, U.S. Citizenship and Immigration Services

<sup>14</sup> Employers are asked to provide the highest degree (domestic or foreign) achieved by the beneficiary at the time of filing the H-1B petition, but not training or experience deemed equivalent to a degree. The reporting of a domestic or foreign degree is not required in a standard format on USCIS or DOL forms. However, as of November 2018, DOL forms require certain employers to provide educational degree information for H-1B workers for which those employers will seek exempt status based only on attainment of a master’s degree or higher. In nearly all cases, the petitioning employer provides the information in supporting documentation. For degrees earned outside of the United States, the employer usually supplies a credential evaluation stating that the foreign degree is “equivalent to” a particular U.S. degree. USCIS does not maintain data on the degree granting institution or whether the degree was earned in the United States or abroad. Level of education was not electronically recorded into USCIS systems for some petitions, but it is found in supporting documentation submitted with the petition. This resulted in a higher number of petitions under “education unknown.”



Figure 8. Education Level of Approved H-1B Beneficiaries by Gender, FY 2023



Source: USCIS, CLAIMS 3 and ELIS, accessed November 2023  
Department of Homeland Security, U.S. Citizenship and Immigration Services

## Section 3.6 – Approved Petitions by Occupation<sup>15</sup>

Of all the H-1B petitions approved in FY 2023, computer-related occupations were the largest major occupational category, accounting for 65 percent of all beneficiaries. The next largest major occupational group was architecture, engineering, and surveying with 10 percent.

Figure 9 shows the distribution of approved petitions for major occupational categories with at least 1,000 approved H-1B petitions in FY 2023. Petitions for continuing employment outnumber petitions for initial employment in all major occupational categories shown in Figure 9 except for education and life sciences. The largest difference in proportion is in computer-related occupations (percent to percent). *See Appendix D, Table 7.*


The largest detailed occupational group among all approved H-1B beneficiaries is systems analysis and programming, which accounts for 54 percent of all beneficiaries and falls within the major occupational category of computer-related occupations. *See Appendix D, Table 8.*

Figure 9. Major Occupational Groups of Approved H-1B Beneficiaries, FY 2023

<sup>15</sup> A list of the codes used to classify occupations on Form I-129 can be found in Form M-746, I-129 Dictionary of Occupational Titles (DOT) Codes: <https://www.uscis.gov/sites/default/files/document/forms/m-746.pdf>.

Occupational Group	Number	Percent	Type of Petition
<b>All Occupations</b>	<b>386,318</b>	<b>100.0</b>	<div><div>31%</div><div>69%</div></div>
Computer-Related	251,084	65.0	<div><div>26%</div><div>74%</div></div>
Architecture, Engineering, and Surveying	36,773	9.5	<div><div>29%</div><div>71%</div></div>
Education	23,365	6.0	<div><div>59%</div><div>41%</div></div>
Administrative Specializations	19,503	5.0	<div><div>32%</div><div>68%</div></div>
Medicine and Health	16,684	4.3	<div><div>48%</div><div>52%</div></div>
Mathematics and Physical Sciences	10,586	2.7	<div><div>35%</div><div>65%</div></div>
Life Sciences	7,250	1.9	<div><div>51%</div><div>49%</div></div>
Managers and Officials	5,570	1.4	<div><div>30%</div><div>70%</div></div>
Miscellaneous Professional, Technical, and Managerial	4,648	1.2	<div><div>41%</div><div>59%</div></div>
Social Sciences	3,052	<1%	<div><div>44%</div><div>56%</div></div>
Art	1,694	<1%	<div><div>38%</div><div>62%</div></div>
Law and Jurisprudence	1,468	<1%	<div><div>45%</div><div>55%</div></div>

 Initial Employment

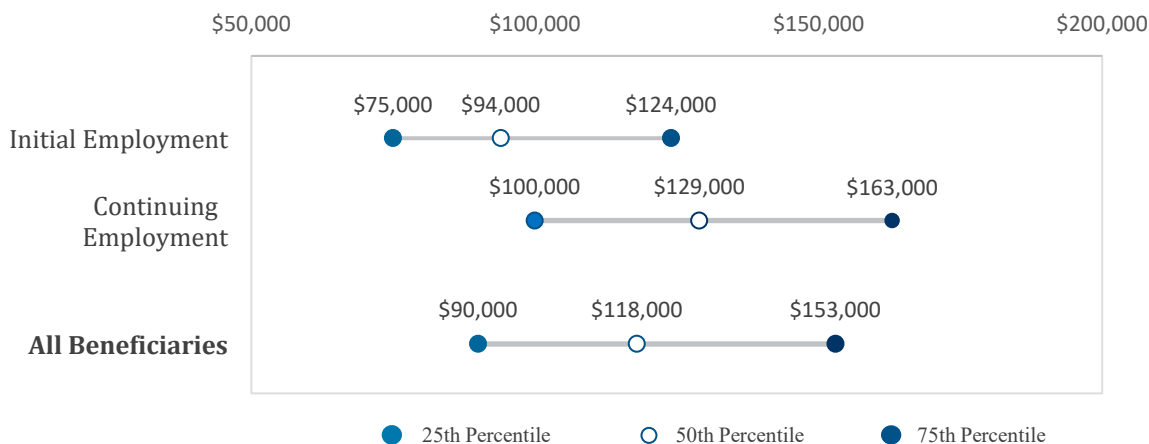
 Continuing Employment

Note: Occupational groups with fewer than 700 H-1B petitions in FY 2023 are not shown in Figure 9.  
 See Appendix D table 7 for data on all major occupation groups.  
 Source: USCIS, CLAIMS 3 and ELIS, accessed November 2023  
 Department of Homeland Security, U.S. Citizenship and Immigration Services

### Section 3.7 – Approved Petitions by Annual Compensation and Occupation

Median annual compensation for all approved H-1B beneficiaries in FY 2023 was \$118,000.<sup>16</sup> Figure 10 shows the 25<sup>th</sup>, 50<sup>th</sup>, and 75<sup>th</sup> percentile levels of compensation for all beneficiaries, as well as by type of petition. Petitions for initial employment had lower annual compensation levels at each percentile compared to petitions for continuing employment. *See* Appendix D, Tables 9a, 9b, and 9c.

Figure 10. Annual Compensation of Approved H-1B Beneficiaries by Type of Petition, FY 2023

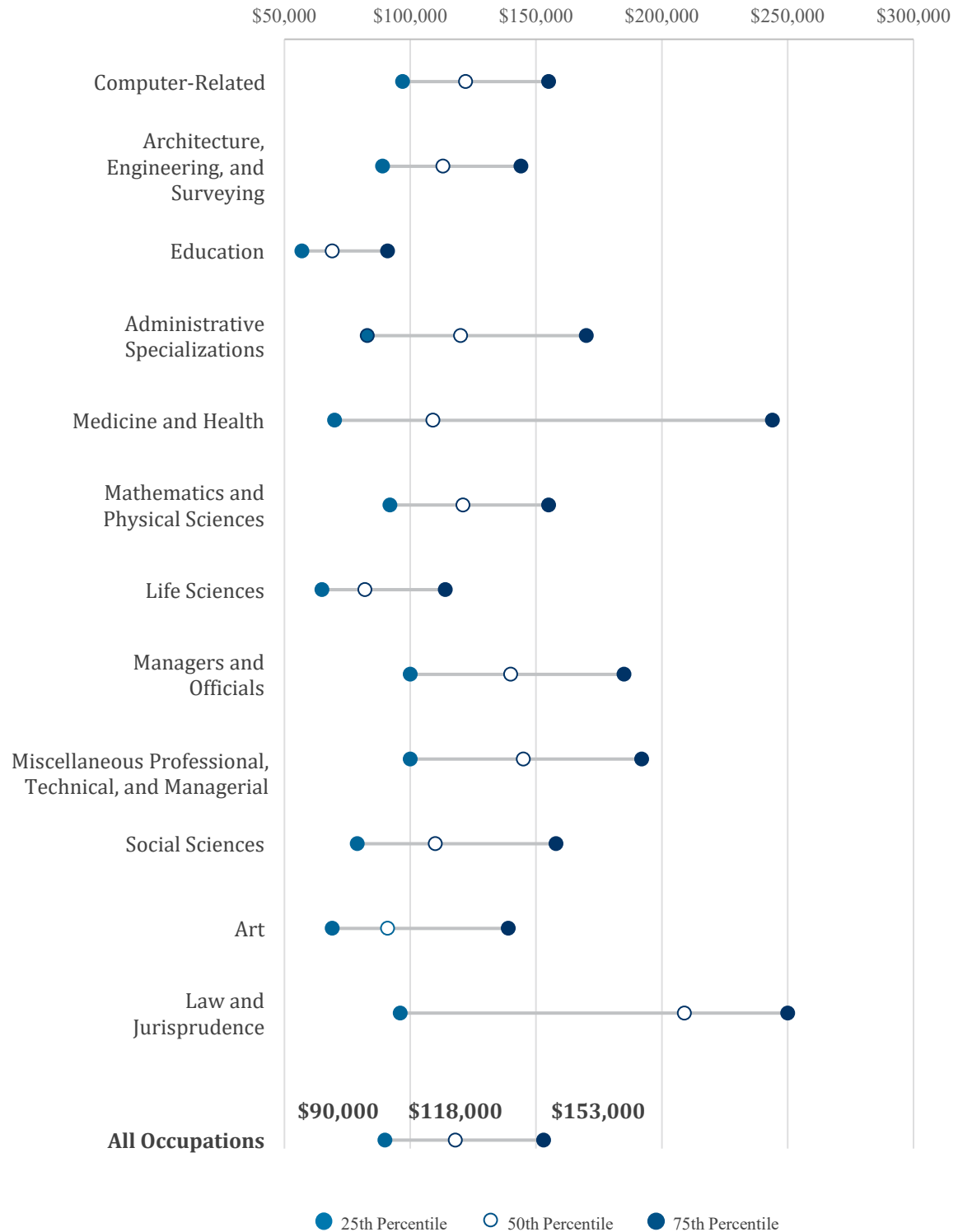


Source: USCIS, CLAIMS 3 and ELIS, accessed November 2023  
Department of Homeland Security, U.S. Citizenship and Immigration Services

Figure 11 shows the 25<sup>th</sup>, 50<sup>th</sup> (median), and 75<sup>th</sup> percentile distribution of annual compensation for all beneficiaries in each major occupational category with more than 700 beneficiaries. Occupations in law and jurisprudence had the highest median compensation level of more than \$200,000. Occupations in medicine and health had the largest variation between 25<sup>th</sup> and 75<sup>th</sup> percentiles.

<sup>16</sup> Annual compensation refers to what the employer agreed to pay the beneficiary at the time the petition was filed but is not verified after hiring. This amount excludes non-cash compensation and benefits such as health insurance and transportation. Further, compensation is based on full-time employment for 12 months, even if the beneficiary worked fewer than 12 months.

Figure 11. Annual Compensation of H-1B Beneficiaries by Major Occupation Group, FY 2023



Note: Occupational categories are shown in descending order based on the total number of beneficiaries approved in FY 2023. Occupations with fewer than 700 H-1B petitions in FY 2023 are not shown in figure 11. See Appendix D Table 9a for data on all major occupation groups.

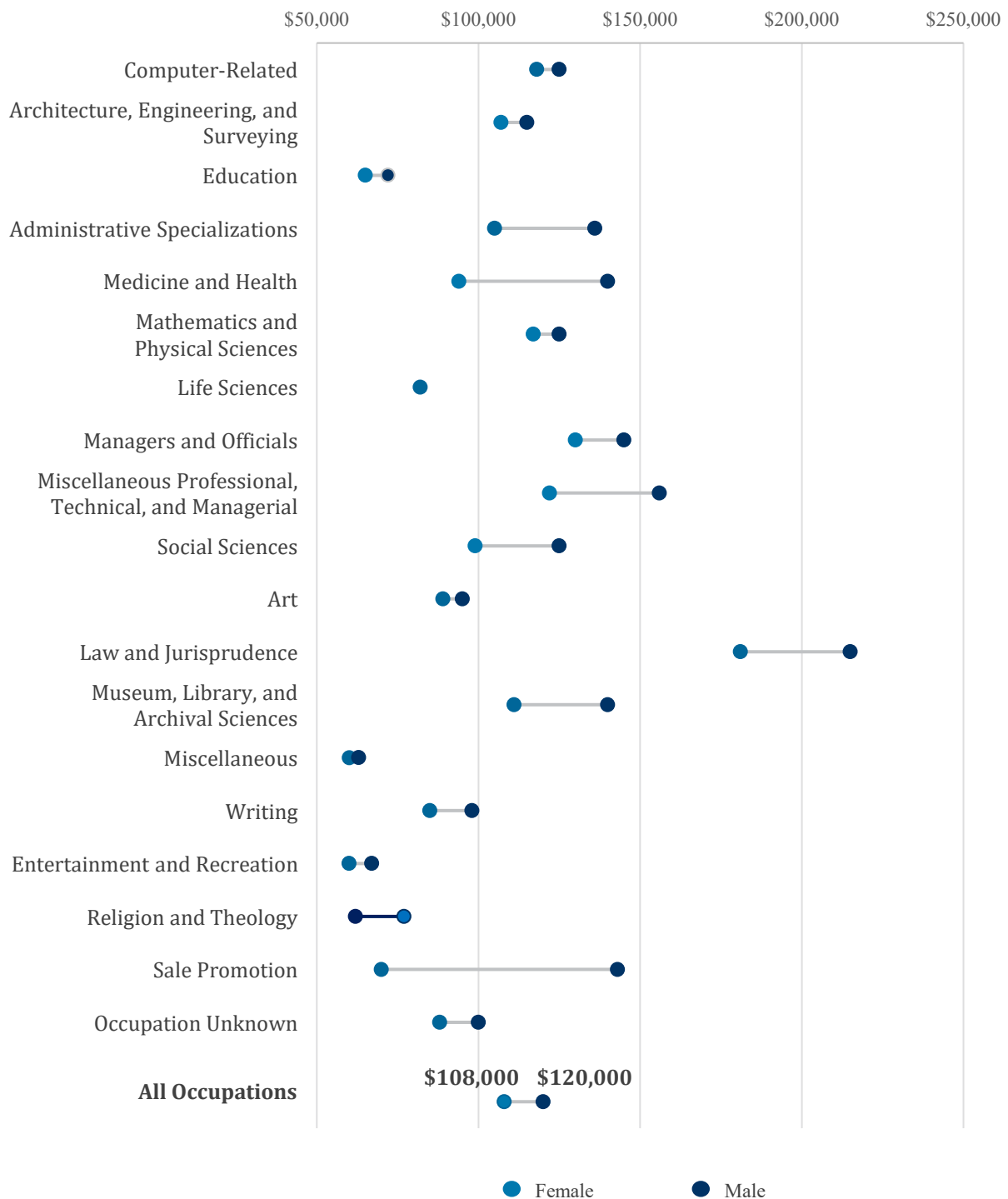
Source: USCIS, CLAIMS 3 and ELIS, accessed November 2023

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## Section 3.8 – Approved Petitions by Annual Compensation, Occupation, and Gender

Of approved petitions, male beneficiaries in FY 2023 had a higher median compensation than female beneficiaries in all but two major occupational categories. Women had a higher median compensation in religion and theology occupations. Women had the same or similar median compensation in life sciences and miscellaneous occupations. Figure 12 shows median compensation for male and female beneficiaries in each major occupational category in FY 2023. *See Appendix D, Table 10a.*

Figure 12. Median Compensation of H-1B Beneficiaries by Major Occupation Group and Gender, FY 2023



Note: Occupational categories are shown in descending order based on the total number of beneficiaries approved in FY 2023. Male and Female dots may overlap due to similar numbers.

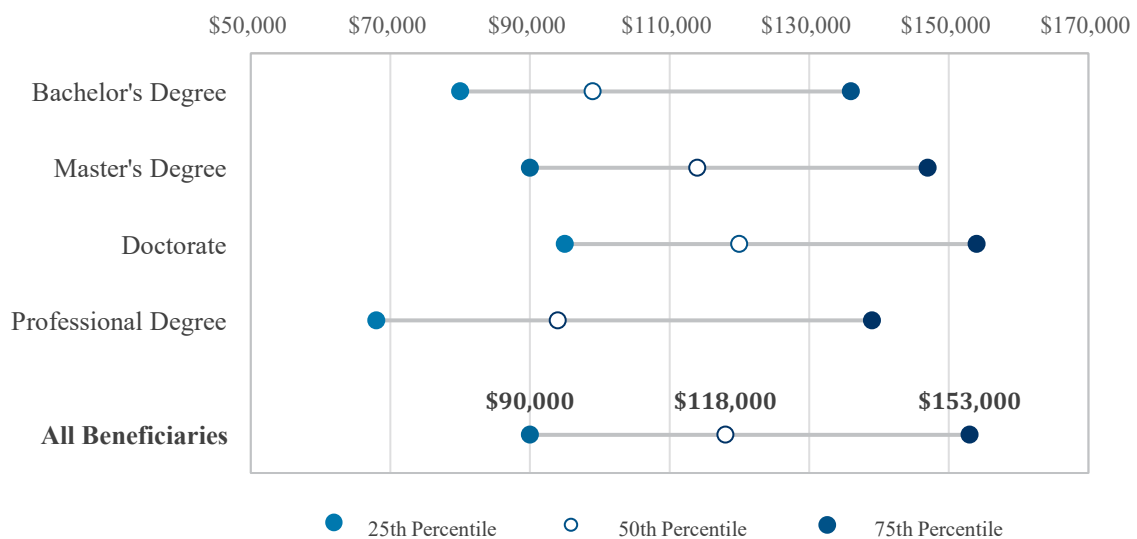
Source: USCIS, CLAIMS 3 and ELIS, accessed November 2023

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## Section 3.9 – Approved Petitions by Annual Compensation and Education

Of all the H-1B petitions approved in FY 2023, beneficiaries with bachelor's and professional degrees had similar median levels of compensation (\$99,000 and \$94,000, respectively). Beneficiaries with doctorate degrees had the highest median compensation (\$120,000), while beneficiaries with a master's degree had a median level of compensation of \$114,000. Beneficiaries with professional degrees also had the widest distribution of incomes. Twenty-five percent of these beneficiaries' incomes fell below \$76,000, while 25 percent of the beneficiaries' incomes reached \$139,000. Professional degrees include medical and law degrees, among others. *See Appendix D, Table 11.*

Figure 13. Annual Compensation of H-1B Beneficiaries by Level of Education, FY 2023



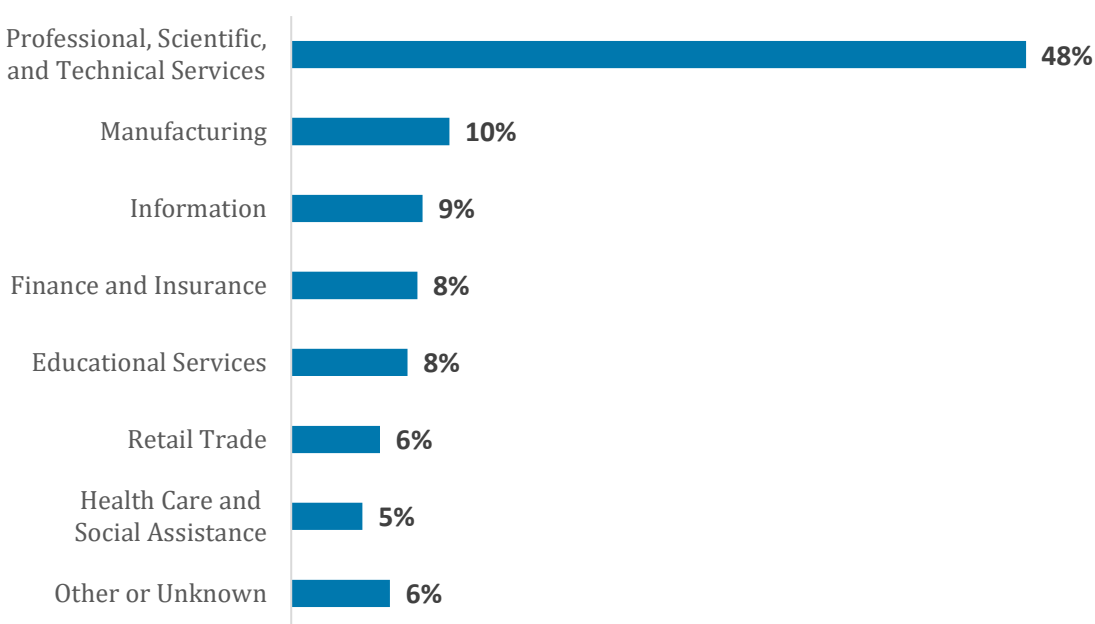
Source: USCIS, CLAIMS 3 and ELIS, accessed November 2023  
Department of Homeland Security, U.S. Citizenship and Immigration Services

At every level of education, beneficiaries with petitions for continuing employment had a higher median level of annual compensation than beneficiaries with petitions for initial employment. In FY 2023 the largest difference in median compensation for beneficiaries with the same level of education was for beneficiaries with professional degrees, whose median compensation for continuing employment (\$210,000) was \$60,000 more than the median for initial employment (\$150,000).

## Section 3.10 – Approved Petitions by Employer’s Industry Sector

The most common industry sector among employers of H-1B workers in FY 2023 was the professional, scientific, and technical services sector, which accounts for almost half (48 percent) of all approved petitions for H-1B workers.<sup>17</sup> Figure 14 shows the percentage share of petitions by industry sector. (See Appendix D, table 12.) Within the professional, scientific, and technical services sector, the largest detailed industry sector was custom computer programming services, which accounts for 25 percent of all petitions and is also the largest detailed industry sector among all approved H-1B petitions.<sup>18</sup> See Appendix D, Table 13.

Figure 14. Industry Sector of Approved H-1B Petitions, FY 2023



Note: Industry sectors are shown in descending order based on the total number of beneficiaries approved in FY 2023. Sum of percentages may not add to 100 due to rounding.  
Source: USCIS, CLAIMS 3 and ELIS, accessed November 2023, Department of Homeland Security, U.S. Citizenship and Immigration Services.

<sup>17</sup> An employer’s industry sector is not necessarily representative of the occupation(s) of the workers that it employs. For example, a hospital would be classified in the health care and social assistance sector but it might employ H-1B workers who are accountants, lawyers, IT specialists, etc., in addition to medical professionals.

<sup>18</sup> Whereas industry sectors are classified using the first two digits of the employer’s NAICS (North American Industry Classification System) code, “detailed industry sector” here uses the full six-digit code (or fewer, if fewer than six digits are available) to classify an employer.

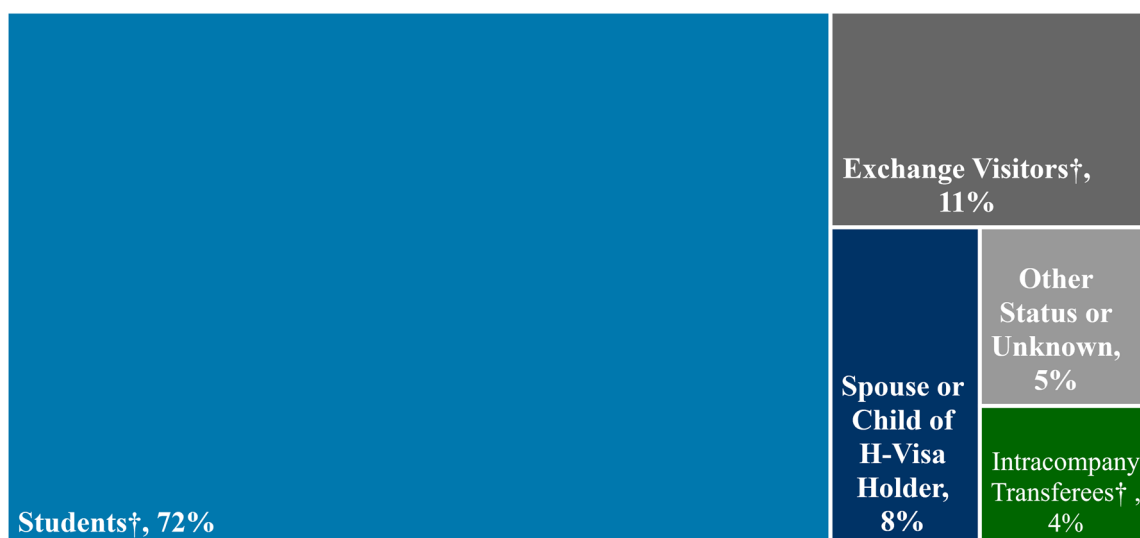


## Section 3.11 – Approved Petitions for Initial Employment by Location of Processing and Prior Status

There are multiple ways H-1B nonimmigrant status can be granted. An H-1B petition may request that the beneficiary be granted a change to H-1B status or an extension of H-1B status. A petition may also request that a U.S. consular office overseas be notified of the approval so that the beneficiary, if outside the United States or if the extension of status request is denied, may apply for an H-1B visa allowing the beneficiary to travel to a port of entry and seek admission as an H-1B nonimmigrant. Of the 118,948 petitions approved in FY 2023 for initial employment, almost 50 percent requested consular (or port of entry) notification and the remaining approximate 50 percent requested a change to H-1B nonimmigrant status for a beneficiary already in the United States. *See Appendix D, Table 14.*

In FY 2023, there were 55,916 approved petitions for new employment that requested a change of nonimmigrant status. Nearly three-quarters (72 percent) of these petitions indicated that the beneficiary’s prior status was either F-1 or F-2, which are the nonimmigrant classifications for student visas (including the spouses and children of students). The next three largest groups requesting a change of nonimmigrant status were exchange visitors (including their spouses and children) or temporary workers for cultural exchange (J-1, J-2, Q-1), the spouses and children of principal H nonimmigrants (H-4), and intracompany transferees and their spouses and children (L-1A, L-1B, L-2S, L-2Y), who account for 11 percent, 8 percent, and 4 percent, respectively. *See Appendix D, Table 15.*

Figure 15. Prior Status of Approved H-1B Beneficiaries for Initial Employment\*, FY 2023



† Includes spouses and children

\* Only those petitions for initial employment requesting change of status for a beneficiary in the United States.

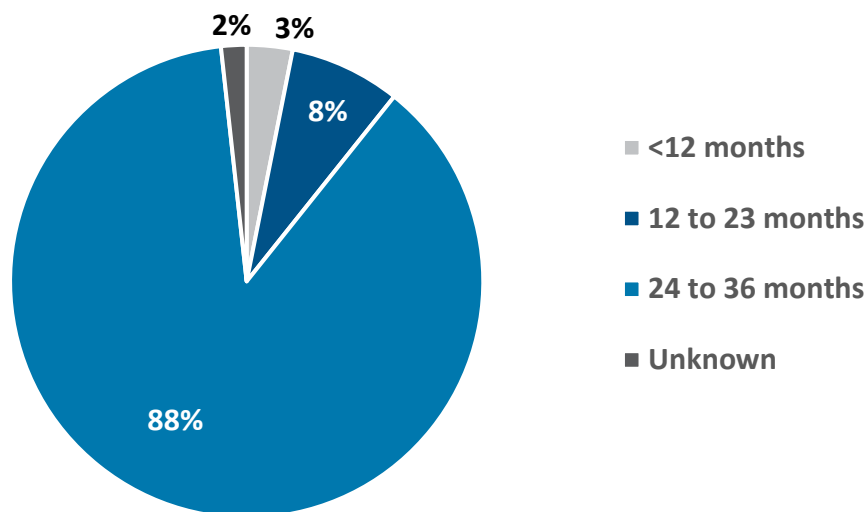
Source: USCIS, CLAIMS 3 and ELIS, accessed November 2023

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## Section 3.12 – Approved Petitions by Length of Validity Period

Petitions for H-1B status are generally approved for a period of up to three years unless the job offer requires less time, or the noncitizen is not eligible for the full period of time. Of all the H-1B petitions approved in FY 2023, 88 percent were valid for 2 to 3 years, 8 percent were valid for 1 to 2 years, and 3 percent were valid for less than a year. A greater percentage of petitions approved for initial employment had a validity period between 2 and 3 years (95 percent) compared to petitions for continuing employment (87 percent). *See* Appendix D, Table 16.

Figure 16. Validity Period of Approved H-1B Petitions, FY 2023

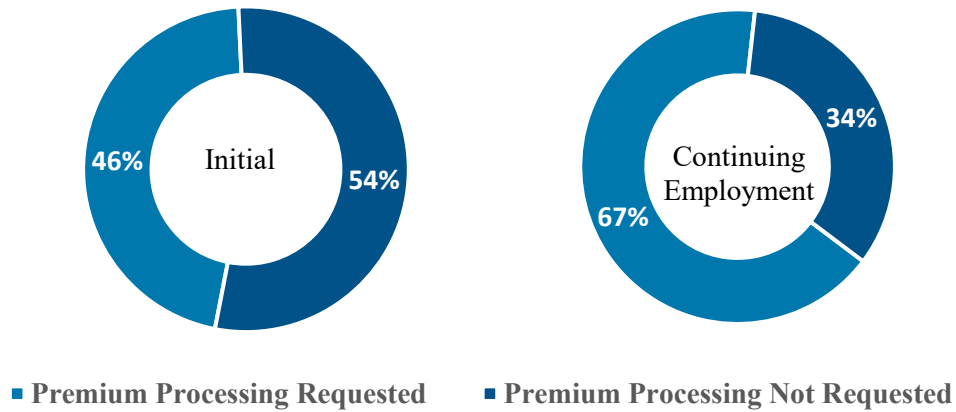


Source: USCIS, CLAIMS 3 and ELIS, accessed November 2023  
Department of Homeland Security, U.S. Citizenship and Immigration Services

## Section 3.13 – Approved Petitions with Premium Processing

USCIS offers a premium processing service to petitioners and applicants filing certain forms, including H-1B petitions (Form I-129). Upon receipt of a properly filed Form I-907, Request for Premium Processing Service and the corresponding fee, USCIS guarantees that it will either issue an approval notice, denial notice, notice of intent to deny, request for evidence, or open an investigation for fraud or misrepresentation within 15 calendar days, or else refund the premium processing fee. More than half (60 percent) of all H-1B petitions approved in FY 2023 requested premium processing, while 40 percent did not. This rate varies, however, by petition type. Only 46 percent of petitions for initial employment requested premium processing, whereas 67 percent of petitions for continuing employment requested premium processing. *See* Appendix D, Table 17.

Figure 17. Premium Processing of Approved H-1B Petitions, FY 2023



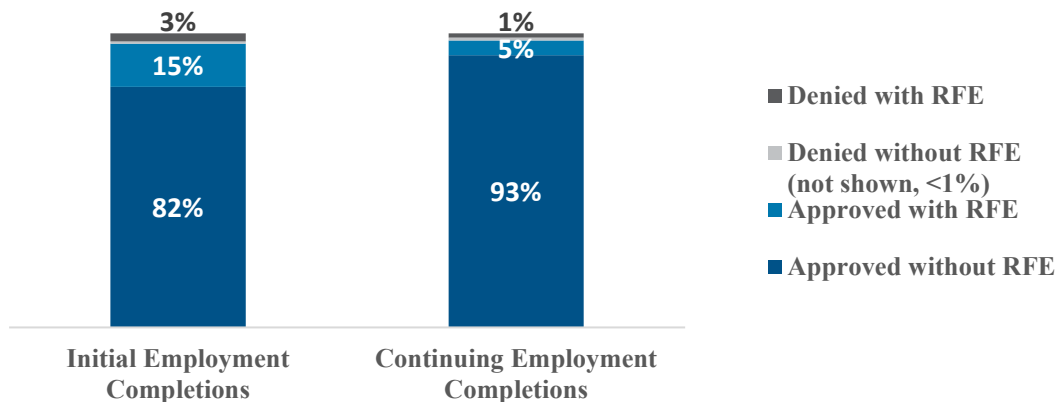
Source: USCIS, CLAIMS 3 and ELIS, accessed November 2023  
 Department of Homeland Security, U.S. Citizenship and Immigration Services

### Section 3.14 – Petitions with Requests for Evidence

After an H-1B petition is properly filed, USCIS may request more information from a petitioner if it determines that the petition contains insufficient supporting evidence to establish eligibility. In that case, a request for evidence (RFE) is sent to the petitioner that specifies the type of evidence being requested and provides a deadline for response.

USCIS adjudicated 39,222 H-1B petitions with an RFE in FY 2023, comprising 10 percent of the 397,231 petitions that were completed (approved or denied) during FY 2023.<sup>19</sup> Petitions for initial employment had a higher percentage of completions with an RFE (17 percent) compared to continuing employment completions with an RFE (7 percent).

Figure 18. H-1B Petitions with a Request for Evidence (RFE), FY 2023



Source: USCIS, CLAIMS 3 and ELIS, accessed November 2023  
 Department of Homeland Security, U.S. Citizenship and Immigration Services

<sup>19</sup> Approvals and denials combined are collectively referred to as “completions.”

## IV. Appendices

### A. H-1B Petition Processing

In March 2020, USCIS' first electronic registration period took place, and USCIS conducted its first lottery based on the electronic registrations for the FY 2021 H-1B cap season.<sup>20</sup> Companies register their prospective employees in this system, and if selected, they may file an H-1B cap-subject petition (Form I-129). Electronic registration streamlined the H-1B cap selection process by reducing paperwork and data exchange, and it provided an overall time and cost savings to USCIS and the public as a whole.

For FY 2022, USCIS received 308,613 H-1B registrations from 37,093 employers and initially selected 87,500 registrations projected as needed to reach the FY 2022 numerical allocations. USCIS conducted a second selection in July 2021 of an additional 27,717 registrations due to low filing volume from the initial selection. USCIS also conducted a third selection in November 2021 of an additional 16,753 registrations. This resulted in a total of 131,970 selected registrations for the FY 2022 numerical allocations.

For FY 2023, USCIS received 483,972 H-1B registrations and initially selected 127,600 registrations projected as needed to reach the FY 2023 numerical allocations. For FY 2024, USCIS received 780,884 H-1B registrations, and initially selected 110,800 registration and later selected 77,600 additional registrations for a total of 188,400 selections. Those with selected registrations had their myUSCIS accounts updated to include a selection notice, which contains details about when and where to file.

After obtaining a certified Form ETA-9035/9035E Labor Condition Application from the U.S. Department of Labor, prospective employers petition for noncitizen workers to obtain H-1B nonimmigrant classification by filing Form I-129, Petition for a Nonimmigrant Worker; the H Classification Supplement to Form I-129; and the H-1B Data Collection and Filing Fee Exemption Supplement with USCIS.

Upon receipt of a properly filed petition, each H-1B petition is stamped with its receipt date at a USCIS Service Center.<sup>21</sup> A clerk creates a file that contains the original petition, as well as all supporting documentation. This file is digitized and then becomes the official file of record for all activities connected with the H-1B petition.

Biographical data (such as name, gender, date of birth, and country of birth), as well as data on occupational and industry categories, are taken from the petition and entered by data entry clerks into either Computer-Linked Application Information Management System (CLAIMS) or the Electronic Immigration System (ELIS). The computer system generates a unique receipt number

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<sup>20</sup> See 8 CFR 214.2(h)(8)(iii).

<sup>21</sup> Petitions that are improperly filed (e.g., submitted without the correct supplements, proper signatures, or required fees) may be rejected by the service center. Rejected petitions are returned to the petitioner with any submitted fees. See 8 CFR 103.2(a)(7).

for the file. After being sorted into potential cap-subject and cap-exempt cases, the file is assigned to an adjudicator.

The adjudicator evaluates whether there is adequate information in the file to approve or deny the petition, or whether a need for further information warrants a request for evidence, a notice of intent to deny, or initiation of an administrative investigation. If sufficient evidence is available, the adjudicator makes a decision and enters the corresponding information into the tracking system. In the case of insufficient evidence, the adjudicator may request additional information from the petitioner. If a request for additional evidence is issued, the employer must respond to the request within a set period of time or the petition may be denied.

## B. Data Limitations

The data for the tables in this report have been extracted from a USCIS Service Center electronic data file. As such, errors in data may have occurred due to erroneous data submitted by the petitioner, initial data entry errors at service centers, or improper electronic transfer from the service centers to USCIS Headquarters. Accordingly, some data elements in the above tables are “unknown.”

Minimal editing has been done to the data in this file, and impossible or highly improbable values (such as beneficiaries younger than 16, except for fashion models) or beneficiaries (such as those working without compensation) have been excluded or defined as “unknown.” Information in electronic format is not available regarding the cities or states where H-1B workers are employed.

## C. Data Transparency and Availability

On April 1, 2019, USCIS launched the [H-1B Employer Data Hub](#) to provide information on employers petitioning for H-1B workers. The data provides an additional layer of transparency to the H-1B program by allowing the public to search for H-1B petitioners by fiscal year, NAICS code, employer name, city, state, or ZIP code. Data are available from Fiscal Year 2009 through 2023 and are updated on a quarterly basis. The H-1B Employer Data Hub includes data on the first decisions USCIS makes on petitions for initial and continuing employment and identifies employers by the last four digits of their tax identification number.

## D. Data Tables

**Table 1a. H-1B Petitions Filed by Type of Petition, FY 2019 to 2023**

	Initial Employment		Continuing Employment		Total	
	Number	Percent	Number	Percent	Number	Percent
2019	141,170	33.6	279,407	66.4	420,577	100
2020	124,851	29.2	302,394	70.8	427,245	100
2021	112,339	28.2	285,930	71.8	398,269	100
2022	150,363	31.7	323,938	68.3	474,301	100
2023	114,247	29.6	272,312	70.4	386,559	100

Source: USCIS, CLAIMS 3 and ELIS, accessed November 2023  
Department of Homeland Security, U.S. Citizenship and Immigration Services

**Table 1b. H-1B Petitions Approved by Type of Petition, FY 2019 to 2023**

	Initial Employment		Continuing Employment		Total	
	Number	Percent	Number	Percent	Number	Percent
2019	132,986	34.2	256,392	65.8	389,378	100
2020	122,886	28.8	303,824	71.2	426,710	100
2021	123,414	30.3	283,657	69.7	407,071	100
2022	132,429	30.0	309,614	70.0	442,043	100
2023	118,948	30.8	267,370	69.2	386,318	100

Source: USCIS, CLAIMS 3 and ELIS, accessed November 2023  
Department of Homeland Security, U.S. Citizenship and Immigration Services

**Table 2. H-1B Petitions Approved by Detailed Type of Petition, FY 2023**

	<b>Number</b>	<b>Percent</b>
<b>All Beneficiaries</b>	386,318	100
<b>Initial Employment</b>	118,948	30.8
New Employment	117,153	30.3
New Concurrent Employment	1,795	0.5
<b>Continuing Employment</b>	267,370	69.2
Extension of stay: Same employer, no change in previously approved employment	87,768	22.7
Amendment: Same employer, with a change in previously approved employment*	103,759	26.9
Change of Employer*	75,843	19.6

\* Some of these petitions also include a request for extension of stay.

Source: USCIS, CLAIMS 3 and ELIS, accessed November 2023  
Department of Homeland Security, U.S. Citizenship and Immigration Services

**Table 3. H-1B Petitions Filed, Approved, and Denied by Gender of Beneficiary and Type of Petition, FY 2023**

	<b>Initial Employment</b>			<b>Continuing Employment</b>			<b>All Beneficiaries</b>		
	<b>Female</b>	<b>Male</b>	<b>Gender Unknown</b>	<b>Female</b>	<b>Male</b>	<b>Gender Unknown</b>	<b>Female</b>	<b>Male</b>	<b>Gender Unknown</b>
Filed	42,316	71,771	160	71,379	200,402	531	113,695	272,173	691
Approved	42,740	76,018	190	70,444	196,409	517	113,184	272,427	707
Denied	1,452	2,843	14	1,911	4,655	16	3,363	7,498	30

Source: USCIS, CLAIMS 3 and ELIS, accessed November 2023  
Department of Homeland Security, U.S. Citizenship and Immigration Services

**Table 4a. H-1B Petitions by Place of Birth and Gender of Beneficiary, All Petitions Approved in FY 2023**

Place of Birth	Gender						All Beneficiaries	
	Female		Male		Unknown			
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total	113,184	29.3	272,427	70.5	707	0.2	386,318	100
India	66,869	17.3	211,979	54.9	538	0.1	279,386	72.3
China	21,323	5.5	23,955	6.2	66	0	45,344	11.7
Philippines	2,931	0.8	1,682	0.4	6	0	4,619	1.2
Canada	1,461	0.4	2,382	0.6	9	0	3,852	1.0
Korea, South	1,612	0.4	1,985	0.5	6	0	3,603	0.9
Mexico	862	0.2	1,945	0.5	1	0	2,808	0.7
Pakistan	649	0.2	1,934	0.5	8	0	2,591	0.7
Taiwan	1,175	0.3	1,376	0.4	3	0	2,554	0.7
Brazil	834	0.2	1,378	0.4	2	0	2,214	0.6
Nepal	554	0.1	1,405	0.4	3	0	1,962	0.5
Nigeria	784	0.2	1,058	0.3	2	0	1,844	0.5
United Kingdom	535	0.1	1,030	0.3	1	0	1,566	0.4
Colombia	722	0.2	783	0.2	3	0	1,508	0.4
Turkey	486	0.1	793	0.2	1	0	1,280	0.3
France	472	0.1	710	0.2	3	0	1,185	0.3
Iran	478	0.1	649	0.2	2	0	1,129	0.3
Vietnam	460	0.1	579	0.1	1	0	1,040	0.3
Bangladesh	226	0.1	797	0.2	0	0	1,023	0.3
Germany	365	0.1	654	0.2	1	0	1,020	0.3
Spain	419	0.1	529	0.1	2	0	950	0.2
Japan	356	0.1	580	0.2	1	0	937	0.2
Jamaica	740	0.2	181	0.0	2	0	923	0.2
Russia	338	0.1	582	0.2	2	0	922	0.2
Chile	231	0	684	0.2	1	0	916	0.2
Italy	363	0	542	0.1	0	0	905	0.2
Ghana	282	0.1	528	0.1	2	0	812	0.2
Venezuela	348	0.1	416	0.1	2	0	766	0.2
Saudi Arabia	233	0	519	0.1	1	0	753	0.2
Egypt	144	0	602	0.2	0	0	746	0.2
Singapore	288	0.1	329	0.1	2	0	619	0.2
Malaysia	271	0	341	0.1	1	0	613	0.2
Lebanon	188	0	344	0.1	2	0	534	0.1
Hong Kong	213	0	312	0.1	0	0	525	0.1
Argentina	199	0.1	319	0	0	0	518	0.1
Kenya	242	0	234	0.1	2	0	478	0.1
Greece	170	0	299	0.1	0	0	469	0.1
Peru	197	0	267	0.1	1	0	465	0.1
Sri Lanka	156	0	289	0.1	2	0	447	0.1



Table 4a. Continued

Place of Birth	Gender						All Beneficiaries	
	Female		Male		Unknown			
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Indonesia	199	0	233	0.1	0	0	432	0.1
Australia	167	0	262	0.1	1	0	430	0.1
Ukraine	136	0	275	0	1	0	412	0.1
Israel	144	0	264	0	0	0	408	0.1
South Africa	155	0	240	0.1	0	0	395	0.1
United Arab Emirates	134	0	248	0.1	2	0	384	0.1
Ireland	129	0	249	0.1	2	0	380	0.1
Jordan	100	0	277	0	0	0	377	0.1
Thailand	196	0	169	0	0	0	365	0.1
Ecuador	150	0	213	0.1	0	0	363	0.1
Poland	157	0	153	0	0	0	310	0.1
Zimbabwe	128	0	128	0	1	0	257	0.1
Ethiopia	71	0	169	0	0	0	240	0
Unknown	73	0	166	0	1	0	240	0
Costa Rica	97	0	120	0	0	0	217	0
Romania	97	0	116	0	0	0	213	0
Honduras	106	0	104	0	0	0	210	0
Netherlands	70	0	133	0	2	0	205	0
Dominican Republic	101	0	89	0	1	0	191	0
El Salvador	75	0	108	0	2	0	185	0
Trinidad And Tobago	103	0	75	0	1	0	179	0
Kazakhstan	65	0	109	0	0	0	174	0
Portugal	73	0	94	0	2	0	169	0
Belgium	64	0	101	0	0	0	165	0
Morocco	56	0	109	0	0	0	165	0
Kuwait	57	0	104	0	1	0	162	0
Bahamas, The	90	0	57	0	0	0	147	0
Sweden	54	0	85	0	0	0	139	0
Switzerland	47	0	91	0	0	0	138	0
Serbia	68	0	68	0	0	0	136	0
Hungary	46	0	86	0	0	0	132	0
Syria	21	0	103	0	0	0	124	0
Cameroon	46	0	76	0	0	0	122	0
Austria	44	0	75	0	0	0	119	0
Iraq	37	0	81	0	0	0	118	0
New Zealand	36	0	76	0	2	0	114	0
Guatemala	43	0	67	0	0	0	110	0
Mongolia	54	0	56	0	0	0	110	0
Uganda	47	0	60	0	0	0	107	0
Bolivia	49	0	53	0	0	0	102	0

Table 4a. Continued

Place of Birth	Gender						All Beneficiaries	
	Female		Male		Unknown			
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Bulgaria	53	0	48	0	0	0	101	0
Burma	51	0	44	0	0	0	95	0
Belarus	24	0	69	0	0	0	93	0
Tunisia	42	0	50	0	0	0	92	0
Oman	38	0	52	0	1	0	91	0
Albania	54	0	36	0	0	0	90	0
Czechia	34	0	53	0	0	0	87	0
Tanzania	35	0	49	0	0	0	84	0
Libya	18	0	65	0	0	0	83	0
Panama	32	0	49	0	0	0	81	0
Sudan	26	0	54	0	0	0	80	0
Rwanda	24	0	55	0	0	0	79	0
Azerbaijan	18	0	59	0	0	0	77	0
Uzbekistan	18	0	57	0	0	0	75	0
Georgia	33	0	39	0	0	0	72	0
Armenia	33	0	37	0	1	0	71	0
Algeria	27	0	40	0	0	0	67	0
Croatia	29	0	37	0	0	0	66	0
Uruguay	22	0	43	0	0	0	65	0
Denmark	18	0	41	0	0	0	59	0
Bahrain	18	0	40	0	0	0	58	0
Guyana	34	0	23	0	1	0	58	0
Qatar	21	0	35	0	1	0	57	0
Turkmenistan	12	0	44	0	1	0	57	0
Norway	17	0	39	0	0	0	56	0
Haiti	15	0	40	0	0	0	55	0
Côte d'Ivoire	25	0	29	0	0	0	54	0
Iceland	13	0	40	0	1	0	54	0
Zambia	23	0	31	0	0	0	54	0
Slovakia	22	0	30	0	0	0	52	0
Cyprus	18	0	29	0	0	0	47	0
Kyrgyzstan	23	0	24	0	0	0	47	0
Finland	20	0	24	0	0	0	44	0
Nicaragua	20	0	22	0	0	0	42	0
Afghanistan	12	0	26	0	1	0	39	0
Moldova	15	0	24	0	0	0	39	0
Senegal	11	0	28	0	0	0	39	0
Palestine (Born Before 1948)	9	0	28	0	0	0	37	0
Soviet Union	14	0	23	0	0	0	37	0
Bosnia And Herzegovina	27	0	9	0	0	0	36	0

Table 4a. Continued

Place of Birth	Gender						All Beneficiaries	
	Female		Male		Unknown			
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
North Macedonia	14	0	21	0	0	0	35	0
Paraguay	14	0	21	0	0	0	35	0
Barbados	15	0	18	0	1	0	34	0
Saint Lucia	29	0	5	0	0	0	34	0
Slovenia	12	0	22	0	0	0	34	0
Lithuania	16	0	17	0	0	0	33	0
Mauritius	12	0	20	0	0	0	32	0
Botswana	16	0	13	0	0	0	29	0
Yemen	2	0	27	0	0	0	29	0
Angola	11	0	17	0	0	0	28	0
Congo (Kinshasa)	5	0	23	0	0	0	28	0
Malawi	11	0	16	0	0	0	27	0
Cambodia	12	0	14	0	0	0	26	0
Dominica	20	0	5	0	0	0	25	0
Latvia	12	0	13	0	0	0	25	0
Burkina Faso	7	0	15	0	0	0	22	0
Grenada	16	0	6	0	0	0	22	0
Belize	10	0	11	0	0	0	21	0
Madagascar	7	0	13	0	0	0	20	0
Macau	3	0	15	0	0	0	18	0
Niger	7	0	11	0	0	0	18	0
Montenegro	8	0	8	0	0	0	16	0
Saint Kitts And Nevis	9	0	7	0	0	0	16	0
Benin	3	0	12	0	0	0	15	0
Bermuda	9	0	6	0	0	0	15	0
Tajikistan	3	0	12	0	0	0	15	0
Congo (Brazzaville)	6	0	8	0	0	0	14	0
Estonia	7	0	7	0	0	0	14	0
Antigua And Barbuda	7	0	6	0	0	0	13	0
Gabon	6	0	7	0	0	0	13	0
Gambia, The	5	0	7	0	0	0	12	0
Kosovo	5	0	7	0	0	0	12	0
Mozambique	4	0	7	0	0	0	11	0
Cuba	2	0	8	0	0	0	10	0
Sierra Leone	5	0	5	0	0	0	10	0
Togo	1	0	9	0	0	0	10	0
Zaire	2	0	8	0	0	0	10	0
Bhutan	6	0	3	0	0	0	9	0
Burundi	2	0	7	0	0	0	9	0
Curaçao	8	0	1	0	0	0	9	0

Table 4a. Continued

Place of Birth	Gender						All Beneficiaries	
	Female		Male		Unknown			
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Czechoslovakia	3	0	6	0	0	0	9	0
Namibia	6	0	3	0	0	0	9	0
Somalia	3	0	6	0	0	0	9	0
Liberia	3	0	4	0	0	0	7	0
Mali	0	0	7	0	0	0	7	0
Saint Vincent And The Grenadines	5	0	2	0	0	0	7	0
Cabo Verde	0	0	6	0	0	0	6	0
Luxembourg	3	0	3	0	0	0	6	0
Suriname	5	0	1	0	0	0	6	0
Brunei	4	0	1	0	0	0	5	0
German Democratic Republic	3	0	1	0	1	0	5	0
Malta	3	0	2	0	0	0	5	0
Yugoslavia	4	0	1	0	0	0	5	0
Andorra	1	0	3	0	0	0	4	0
Cayman Islands	4	0	0	0	0	0	4	0
Chad	1	0	3	0	0	0	4	0
Fiji	1	0	3	0	0	0	4	0
Laos	1	0	3	0	0	0	4	0
Mauritania	1	0	3	0	0	0	4	0
Papua New Guinea	1	0	3	0	0	0	4	0
Virgin Islands, British	3	0	1	0	0	0	4	0
Eritrea	0	0	3	0	0	0	3	0
Eswatini	1	0	2	0	0	0	3	0
French Polynesia	1	0	2	0	0	0	3	0
Martinique	2	0	1	0	0	0	3	0
Stateless	1	0	2	0	0	0	3	0
Anguilla	2	0	0	0	0	0	2	0
Aruba	1	0	1	0	0	0	2	0
Djibouti	0	0	2	0	0	0	2	0
Guadeloupe	1	0	1	0	0	0	2	0
Guinea	2	0	0	0	0	0	2	0
Lesotho	0	0	2	0	0	0	2	0
Monaco	1	0	1	0	0	0	2	0
Montserrat	1	0	1	0	0	0	2	0
Sint Maarten	0	0	2	0	0	0	2	0
Comoros	0	0	1	0	0	0	1	0
Cook Islands	1	0	0	0	0	0	1	0

**Table 4a. Continued**

Place of Birth	Gender						All Beneficiaries	
	Female		Male		Unknown			
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Equatorial Guinea	1	0	0	0	0	0	1	0
Gibraltar	0	0	1	0	0	0	1	0
Guinea-Bissau	0	0	1	0	0	0	1	0
Isle Of Man	0	0	1	0	0	0	1	0
Liechtenstein	0	0	1	0	0	0	1	0
Maldives	1	0	0	0	0	0	1	0
Netherlands Antilles	0	0	1	0	0	0	1	0
Northern Ireland	1	0	0	0	0	0	1	0
Northern Mariana Islands	0	0	1	0	0	0	1	0
San Marino	1	0.0	0	0.0	0	0	1	0.0
Seychelles	1	0	0	0.0	0	0	1	0.0
Solomon Islands	0	0	1	0	0	0	1	0
South Sudan	1	0	0	0	0	0	1	0
Tonga	0	0	1	0	0	0	1	0
Turks And Caicos Islands	1	0	0	0	0	0	1	0

Note: Sum of percentages may not add to 100 due to rounding.

Source: USCIS, CLAIMS 3 and ELIS, accessed November 2023  
Department of Homeland Security, U.S. Citizenship and Immigration Services

**Table 4b. H-1B Petitions by Place of Birth and Gender of Beneficiary, Petitions Approved for Initial Employment in FY 2023**

Place of Birth	Gender						All Initial Employment	
	Female		Male		Unknown			
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total	42,740	35.9	76,018	63.9	190	0.2	118,948	100
India	20,345	17.1	48,353	40.7	127	0.1	68,825	57.9
China	7,878	6.6	8,203	6.9	13	0	16,094	13.5
Philippines	2,180	1.8	1,095	0.9	4	0	3,279	2.8
Canada	746	0.6	1,130	0.9	5	0	1,881	1.6
Korea, South	889	0.7	1,065	0.9	5	0	1,959	1.6
Mexico	449	0.4	971	0.8	0	0	1,420	1.2
Pakistan	387	0.3	1,058	0.9	2	0	1,447	1.2
Taiwan	610	0.5	726	0.6	1	0	1,337	1.1
Brazil	506	0.4	737	0.6	1	0	1,244	1.0
Nepal	313	0.3	712	0.6	1	0	1,026	0.9
Nigeria	469	0.4	630	0.5	1	0	1,100	0.9
United Kingdom	274	0.2	522	0.4	0	0	796	0.7
Colombia	421	0.4	464	0.4	1	0	886	0.7
Turkey	306	0.3	460	0.4	0	0	766	0.6
France	254	0.2	340	0.3	1	0	595	0.5
Iran	305	0.3	401	0.3	0	0	706	0.6
Vietnam	271	0.2	300	0.3	1	0	572	0.5
Bangladesh	141	0.1	479	0.4	0	0	620	0.5
Germany	194	0.2	362	0.3	0	0	556	0.5
Spain	228	0.2	291	0.2	1	0	520	0.4
Japan	199	0.2	299	0.3	1	0	499	0.4
Jamaica	479	0.4	111	0.1	1	0	591	0.5
Russia	198	0.2	334	0.3	2	0	534	0.4
Chile	107	0.1	211	0.2	0	0	318	0.3
Italy	223	0.2	310	0.3	0	0	533	0.4
Ghana	215	0.2	359	0.3	1	0	575	0.5
Venezuela	148	0.1	177	0.1	2	0	327	0.3
Saudi Arabia	137	0.1	276	0.2	1	0	414	0.3
Egypt	99	0	349	0.3	0	0	448	0.4
Singapore	128	0.1	112	0.1	0	0	240	0.2
Malaysia	144	0.1	150	0.1	1	0	295	0.2
Lebanon	96	0.1	191	0.2	2	0	289	0.2
Hong Kong	102	0.1	143	0.1	0	0	245	0.2
Argentina	117	0.1	175	0.1	0	0	292	0.2

Kenya	147	0.1	146	0.1	2	0	295	0.2
Greece	94	0.1	160	0.1	0	0	254	0.2
Peru	112	0.1	145	0.1	1	0	258	0.2
Sri Lanka	81	0.1	151	0.1	1	0	233	0.2
Indonesia	86	0.1	112	0.1	0	0	198	0.2
Australia	89	0	142	0.1	1	0	232	0.2
Ukraine	81	0.1	128	0.1	1	0	210	0.2
Israel	92	0.1	152	0.1	0	0	244	0.2
South Africa	92	0.1	122	0.1	0	0	214	0.2
United Arab Emirates	70	0	105	0.1	0	0	175	0.1
Ireland	72	0	119	0.1	1	0	192	0.2
Jordan	60	0	157	0.1	0	0	217	0.2
Thailand	112	0.1	91	0.1	0	0	203	0.2
Ecuador	82	0.1	116	0.1	0	0	198	0.2
Poland	72	0	86	0.1	0	0	158	0.1
Zimbabwe	80	0	81	0.1	1	0	162	0.1
Ethiopia	50	0	97	0.1	0	0	147	0.1
Unknown	29	0	75	0	0	0	104	0.1
Costa Rica	69	0	57	0.0	0	0	126	0.1
Romania	49	0	63	0	0	0	112	0.1
Honduras	63	0	53	0.0	0	0	116	0.1
Netherlands	32	0	75	0	0	0	107	0.1
Dominican Republic	58	0	47	0	0	0	105	0.1
El Salvador	28	0	50	0	1	0	79	0.1
Trinidad And Tobago	60	0	41	0	0	0	101	0.1
Kazakhstan	41	0	66	0	0	0	107	0.1
Portugal	36	0	50	0.0	2	0	88	0.1
Belgium	27	0	55	0	0	0	82	0.1
Morocco	36	0	54	0	0	0	90	0.1
Kuwait	30	0	56	0	1	0	87	0.1
Bahamas, The	53	0	25	0	0	0	78	0
Sweden	28	0	45	0	0	0	73	0.1
Switzerland	26	0	47	0	0	0	73	0
Serbia	39	0	39	0	0	0	78	0.1
Hungary	23	0	44	0	0	0	67	0.1
Syria	20	0	57	0	0	0	77	0
Cameroon	33	0	50	0	0	0	83	0
Austria	22	0	37	0	0	0	59	0
Iraq	18	0	49	0	0	0	67	0
New Zealand	20	0	31	0	0	0	51	0

Guatemala	23	0	32	0	0	0	55	0
Mongolia	27	0	27	0	0	0	54	0
Uganda	24	0	39	0	0	0	63	0
Bolivia	24	0	22	0	0	0	46	0
Bulgaria	16	0	19	0	0	0	35	0
Burma	26	0	15	0	0	0	41	0
Belarus	13	0	45	0	0	0	58	0
Tunisia	28	0	19	0	0	0	47	0
Oman	23	0	21	0	0	0	44	0
Albania	33	0	23	0	0	0	56	0
Czechia	23	0	25	0	0	0	48	0
Tanzania	18	0	19	0	0	0	37	0
Libya	10	0	36	0	0	0	46	0
Panama	17	0	24	0	0	0	41	0
Sudan	17	0	37	0	0	0	54	0
Rwanda	17	0	30	0	0	0	47	0
Azerbaijan	8	0	39	0	0	0	47	0
Uzbekistan	11	0	39	0	0	0	50	0
Georgia	19	0	18	0	0	0	37	0
Armenia	19	0	24	0	0	0	43	0
Algeria	15	0	25	0	0	0	40	0
Croatia	12	0	22	0	0	0	34	0
Uruguay	8	0	25	0	0	0	33	0
Denmark	10	0	27	0	0	0	37	0
Bahrain	9	0	16	0	0	0	25	0
Guyana	19	0	7	0	1	0	27	0
Qatar	10	0	21	0	1	0	32	0
Turkmenistan	9	0	27	0	0	0	36	0
Norway	8	0	24	0	0	0	32	0
Haiti	5	0	23	0	0	0	28	0
Côte d'Ivoire	10	0	18	0	0	0	28	0
Iceland	2	0	8	0	0	0	10	0
Zambia	15	0	18	0	0	0	33	0
Slovakia	10	0	18	0	0	0	28	0
Cyprus	11	0	14	0	0	0	25	0
Kyrgyzstan	14	0	16	0	0	0	30	0
Finland	8	0	13	0	0	0	21	0
Nicaragua	9	0	15	0	0	0	24	0
Afghanistan	5	0	15	0	1	0	21	0
Moldova	8	0	15	0	0	0	23	0
Senegal	8	0	18	0	0	0	26	0



Palestine (Born Before 1948)	8	0	14	0	0	0	22	0
Soviet Union	8	0	15	0	0	0	23	0
Bosnia And Herzegovina	10	0	2	0	0	0	12	0
North Macedonia	7	0	7	0	0	0	14	0
Paraguay	9	0	10	0	0	0	19	0
Barbados	5	0	9	0	0	0	14	0
Saint Lucia	11	0	2	0	0	0	13	0
Slovenia	7	0	6	0	0	0	13	0
Lithuania	9	0	7	0	0	0	16	0
Mauritius	9	0	13	0	0	0	22	0
Botswana	11	0	7	0	0	0	18	0
Yemen	2	0	18	0	0	0	20	0
Angola	10	0	11	0	0	0	21	0
Congo (Kinshasa)	5	0	12	0	0	0	17	0
Malawi	6	0	8	0	0	0	14	0
Cambodia	8	0	10	0	0	0	18	0
Dominica	8	0	2	0	0	0	10	0
Latvia	7	0	5	0	0	0	12	0
Burkina Faso	4	0	7	0	0	0	11	0
Grenada	12	0	4	0	0	0	16	0
Belize	7	0	8	0	0	0	15	0
Madagascar	7	0	4	0	0	0	11	0
Macau	1	0	10	0	0	0	11	0
Niger	3	0	2	0	0	0	5	0
Montenegro	6	0	4	0	0	0	10	0
Saint Kitts And Nevis	5	0	4	0	0	0	9	0
Benin	2	0	5	0	0	0	7	0
Bermuda	4	0	1	0	0	0	5	0
Tajikistan	1	0	7	0	0	0	8	0
Congo (Brazzaville)	1	0	5	0	0	0	6	0
Estonia	7	0	2	0	0	0	9	0
Antigua And Barbuda	3	0	1	0	0	0	4	0
Gabon	4	0	3	0	0	0	7	0
Gambia, The	2	0	4	0	0	0	6	0
Kosovo	4	0	4	0	0	0	8	0
Mozambique	1	0	4	0	0	0	5	0
Cuba	1	0	6	0	0	0	7	0
Sierra Leone	3	0	4	0	0	0	7	0

Togo	1	0	2	0	0	0	3	0
Zaire	1	0	6	0	0	0	7	0
Bhutan	1	0	2	0	0	0	3	0
Burundi	2	0	3	0	0	0	5	0
Curaçao	4	0	1	0	0	0	5	0
Czechoslovakia	3	0	2	0	0	0	5	0
Namibia	3	0	1	0	0	0	4	0
Somalia	3	0	3	0	0	0	6	0
Liberia	1	0	4	0	0	0	5	0
Mali	0	0	3	0	0	0	3	0
Saint Vincent And The Grenadines	3	0	1	0	0	0	4	0
Cabo Verde	0	0	2	0	0	0	2	0
Luxembourg	2	0	2	0	0	0	4	0
Suriname	1	0	1	0	0	0	2	0
Brunei	2	0	0	0	0	0	2	0
German Democratic Republic	1	0	0	0	0	0	1	0
Malta	3	0	2	0	0	0	5	0
Yugoslavia	1	0	0	0	0	0	1	0
Andorra	0	0	1	0	0	0	1	0
Cayman Islands	4	0	0	0	0	0	4	0
Chad	0	0	1	0	0	0	1	0
Fiji	1	0	2	0	0	0	3	0
Laos	1	0	3	0	0	0	4	0
Mauritania	0	0	1	0	0	0	1	0
Papua New Guinea	0	0	2	0	0	0	2	0
Virgin Islands, British	3	0	0	0	0	0	3	0
Eritrea	0	0	2	0	0	0	2	0
Eswatini	0	0	1	0	0	0	1	0
French Polynesia	0	0	1	0	0	0	1	0
Martinique	2	0	0	0	0	0	2	0
Stateless	0	0	2	0	0	0	2	0
Anguilla	1	0	0	0	0	0	1	0
Aruba	1	0	1	0	0	0	2	0
Djibouti	0	0	1	0	0	0	1	0
Guadeloupe	1	0	1	0	0	0	2	0
Guinea	1	0	0	0	0	0	1	0
Lesotho	0	0	2	0	0	0	2	0

Monaco	0	0	0	0	0	0	0	0
Montserrat	0	0	0	0	0	0	0	0
Sint Maarten	0	0	2	0	0	0	2	0
Comoros	0	0	1	0	0	0	1	0
Cook Islands	0	0	0	0	0	0	0	0
Equatorial Guinea	1	0	0	0	0	0	1	0
Gibraltar	0	0	0	0	0	0	0	0
Guinea-Bissau	0	0	0	0	0	0	0	0
Isle Of Man	0	0	0	0	0	0	0	0
Liechtenstein	0	0	0	0	0	0	0	0
Maldives	0	0	0	0	0	0	0	0
Netherlands Antilles	0	0	0	0	0	0	0	0
Northern Ireland	0	0	0	0	0	0	0	0
Northern Mariana Islands	0	0	1	0	0	0	1	0
San Marino	1	0	0	0	0	0	1	0
Seychelles	1	0.0	0	0.0	0	0	1	0.0
Solomon Islands	-	-	-	-	-	-	-	-
South Sudan	1	-	-	-	-	-	1	-
Tonga	0	0	1	0	0	0	1	0
Turks And Caicos Islands	0	0	0	0	0	0	0	0

Note: Sum of percentages may not add to 100 due to rounding.

Source: USCIS, CLAIMS 3 and ELIS, accessed November 2023  
Department of Homeland Security, U.S. Citizenship and Immigration Services

**Table 4c. H-1B Petitions by Place of Birth and Gender of Beneficiary, Petitions Approved for Continuing Employment in FY 2023**

Place of Birth	Gender						All Continuing Employment	
	Female		Male		Unknown			
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total	70,444	26.3	196,409	73.5	517	0.2	267,370	100
India	46524	17.4	163626	61.2	411	0.2	210561	78.8
China	13445	5	15752	5.9	53	0	29250	10.9
Philippines	751	0.3	587	0.2	2	0	1340	0.5
Canada	715	0.3	1252	0.5	4	0	1971	0.7
Korea, South	723	0.3	920	0.3	1	0	1644	0.6
Mexico	413	0.2	974	0.4	1	0	1388	0.5
Pakistan	262	0.1	876	0.3	6	0	1144	0.4
Taiwan	565	0.2	650	0.2	2	0	1217	0.5
Brazil	328	0.1	641	0.2	1	0	970	0.4
Nepal	241	0.1	693	0.3	2	0	936	0.4
Nigeria	315	0.1	428	0.2	1	0	744	0.3
United Kingdom	261	0.1	508	0.2	1	0	770	0.3
Colombia	301	0.1	319	0.1	2	0	622	0.2
Turkey	180	0.1	333	0.1	1	0	514	0.2
France	218	0.1	370	0.1	2	0	590	0.2
Iran	173	0.1	248	0.1	2	0	423	0.2
Vietnam	189	0.1	279	0.1	0	0	468	0.2
Bangladesh	85	0	318	0.1	0	0	403	0.2
Germany	171	0.1	292	0.1	1	0	464	0.2
Spain	191	0.1	238	0.1	1	0	430	0.2
Japan	157	0.1	281	0.1	0	0	438	0.2
Jamaica	261	0.1	70	0	1	0	332	0.1
Russia	140	0.1	248	0.1	0	0	388	0.1
Chile	124	0	473	0.2	1	0	598	0.2
Italy	140	0.1	232	0.1	0	0	372	0.1
Ghana	67	0	169	0.1	1	0	237	0.1
Venezuela	200	0.1	239	0.1	0	0	439	0.2
Saudi Arabia	96	0	243	0.1	0	0	339	0.1
Egypt	45	0	253	0.1	0	0	298	0.1
Singapore	160	0.1	217	0.1	2	0	379	0.1
Malaysia	127	0	191	0.1	0	0	318	0.1
Lebanon	92	0	153	0.1	0	0	245	0.1
Hong Kong	111	0	169	0.1	0	0	280	0.1
Argentina	82	0	144	0.1	0	0	226	0.1
Kenya	95	0	88	0	0	0	183	0.1
Greece	76	0	139	0.1	0	0	215	0.1
Peru	85	0	122	0	0	0	207	0.1
Sri Lanka	75	0	138	0.1	1	0	214	0.1

Table 4c. Continued

Place of Birth	Gender						All Continuing Employment	
	Female		Male		Unknown			
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Indonesia	113	0	121	0	0	0	234	0.1
Australia	78	0	120	0	0	0	198	0.1
Ukraine	55	0	147	0.1	0	0	202	0.1
Israel	52	0	112	0	0	0	164	0.1
South Africa	63	0	118	0	0	0	181	0.1
United Arab Emirates	64	0	143	0.1	2	0	209	0.1
Ireland	57	0	130	0	1	0	188	0.1
Jordan	40	0	120	0	0	0	160	0.1
Thailand	84	0	78	0	0	0	162	0.1
Ecuador	68	0	97	0	0	0	165	0.1
Poland	85	0	67	0	0	0	152	0.1
Zimbabwe	48	0	47	0	0	0	95	0
Ethiopia	21	0	72	0	0	0	93	0
Unknown	44	0	91	0	1	0	136	0.1
Costa Rica	28	0	63	0	0	0	91	0
Romania	48	0	53	0	0	0	101	0
Honduras	43	0	51	0	0	0	94	0
Netherlands	38	0	58	0	2	0	98	0
Dominican Republic	43	0	42	0	1	0	86	0
El Salvador	47	0	58	0	1	0	106	0
Trinidad And Tobago	43	0	34	0	1	0	78	0
Kazakhstan	24	0	43	0	0	0	67	0
Portugal	37	0	44	0	0	0	81	0
Belgium	37	0	46	0	0	0	83	0
Morocco	20	0	55	0	0	0	75	0
Kuwait	27	0	48	0	0	0	75	0
Bahamas, The	37	0	32	0	0	0	69	0
Sweden	26	0	40	0	0	0	66	0
Switzerland	21	0	44	0	0	0	65	0
Serbia	29	0	29	0	0	0	58	0
Hungary	23	0	42	0	0	0	65	0
Syria	1	0	46	0	0	0	47	0
Cameroon	13	0	26	0	0	0	39	0
Austria	22	0	38	0	0	0	60	0
Iraq	19	0	32	0	0	0	51	0
New Zealand	16	0	45	0	2	0	63	0
Guatemala	20	0	35	0	0	0	55	0
Mongolia	27	0	29	0	0	0	56	0
Uganda	23	0	21	0	0	0	44	0
Bolivia	25	0	31	0	0	0	56	0

Table 4c. Continued

Table 4c. Continued

Place of Birth	Gender						All Continuing Employment	
	Female		Male		Unknown			
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Bulgaria	37	0	29	0	0	0	66	0
Burma	25	0	29	0	0	0	54	0
Belarus	11	0	24	0	0	0	35	0
Tunisia	14	0	31	0	0	0	45	0
Oman	15	0	31	0	1	0	47	0
Albania	21	0	13	0	0	0	34	0
Czechia	11	0	28	0	0	0	39	0
Tanzania	17	0	30	0	0	0	47	0
Libya	8	0	29	0	0	0	37	0
Panama	15	0	25	0	0	0	40	0
Sudan	9	0	17	0	0	0	26	0
Rwanda	7	0	25	0	0	0	32	0
Azerbaijan	10	0	20	0	0	0	30	0
Uzbekistan	7	0	18	0	0	0	25	0
Georgia	14	0	21	0	0	0	35	0
Armenia	14	0	13	0	1	0	28	0
Algeria	12	0	15	0	0	0	27	0
Croatia	17	0	15	0	0	0	32	0
Uruguay	14	0	18	0	0	0	32	0
Denmark	8	0	14	0	0	0	22	0
Bahrain	9	0	24	0	0	0	33	0
Guyana	15	0	16	0	0	0	31	0
Qatar	11	0	14	0	0	0	25	0
Turkmenistan	3	0	17	0	1	0	21	0
Norway	9	0	15	0	0	0	24	0
Haiti	10	0	17	0	0	0	27	0
Côte d'Ivoire	15	0	11	0	0	0	26	0
Iceland	11	0	32	0	1	0	44	0
Zambia	8	0	13	0	0	0	21	0
Slovakia	12	0	12	0	0	0	24	0
Cyprus	7	0	15	0	0	0	22	0
Kyrgyzstan	9	0	8	0	0	0	17	0
Finland	12	0	11	0	0	0	23	0
Nicaragua	11	0	7	0	0	0	18	0
Afghanistan	7	0	11	0	0	0	18	0
Moldova	7	0	9	0	0	0	16	0
Senegal	3	0	10	0	0	0	13	0
Palestine (Born Before 1948)	1	0	14	0	0	0	15	0
Soviet Union	6	0	8	0	0	0	14	0
Bosnia And Herzegovina	17	0	7	0	0	0	24	0

Table 4c. Continued

Place of Birth	Gender						All Continuing Employment	
	Female		Male		Unknown			
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
North Macedonia	7	0	14	0	0	0	21	0
Paraguay	5	0	11	0	0	0	16	0
Barbados	10	0	9	0	1	0	20	0
Saint Lucia	18	0	3	0	0	0	21	0
Slovenia	5	0	16	0	0	0	21	0
Lithuania	7	0	10	0	0	0	17	0
Mauritius	3	0	7	0	0	0	10	0
Botswana	5	0	6	0	0	0	11	0
Yemen	0	0	9	0	0	0	9	0
Angola	1	0	6	0	0	0	7	0
Congo (Kinshasa)	0	0	11	0	0	0	11	0
Malawi	5	0	8	0	0	0	13	0
Cambodia	4	0	4	0	0	0	8	0
Dominica	12	0	3	0	0	0	15	0
Latvia	5	0	8	0	0	0	13	0
Burkina Faso	3	0	8	0	0	0	11	0
Grenada	4	0	2	0	0	0	6	0
Belize	3	0	3	0	0	0	6	0
Madagascar	0	0	9	0	0	0	9	0
Macau	2	0	5	0	0	0	7	0
Niger	4	0	9	0	0	0	13	0
Montenegro	2	0	4	0	0	0	6	0
Saint Kitts And Nevis	4	0	3	0	0	0	7	0
Benin	1	0	7	0	0	0	8	0
Bermuda	5	0	5	0	0	0	10	0
Tajikistan	2	0	5	0	0	0	7	0
Congo (Brazzaville)	5	0	3	0	0	0	8	0
Estonia	0	0	5	0	0	0	5	0
Antigua And Barbuda	4	0	5	0	0	0	9	0
Gabon	2	0	4	0	0	0	6	0
Gambia, The	3	0	3	0	0	0	6	0
Kosovo	1	0	3	0	0	0	4	0
Mozambique	3	0	3	0	0	0	6	0
Cuba	1	0	2	0	0	0	3	0
Sierra Leone	2	0	1	0	0	0	3	0
Togo	0	0	7	0	0	0	7	0
Zaire	1	0	2	0	0	0	3	0
Bhutan	5	0	1	0	0	0	6	0
Burundi	0	0	4	0	0	0	4	0
Curaçao	4	0	0	0	0	0	4	0

Table 4c. Continued

Place of Birth	Gender						All Continuing Employment	
	Female		Male		Unknown			
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Czechoslovakia	0	0	4	0	0	0	4	0
Namibia	3	0	2	0	0	0	5	0
Somalia	0	0	3	0	0	0	3	0
Liberia	2	0	0	0	0	0	2	0
Mali	0	0	4	0	0	0	4	0
Saint Vincent And The Grenadines	2	0	1	0	0	0	3	0
Cabo Verde	0	0	4	0	0	0	4	0
Luxembourg	1	0	1	0	0	0	2	0
Suriname	4	0	0	0	0	0	4	0
Brunei	2	0	1	0	0	0	3	0
German Democratic Republic	2	0	1	0	1	0	4	0
Malta	0	0	0	0	0	0	0	0
Yugoslavia	3	0	1	0	0	0	4	0
Andorra	1	0	2	0	0	0	3	0
Cayman Islands	0	0	0	0	0	0	0	0
Chad	1	0	2	0	0	0	3	0
Fiji	0	0	1	0	0	0	1	0
Laos	0	0	0	0	0	0	0	0
Mauritania	1	0	2	0	0	0	3	0
Papua New Guinea	1	0	1	0	0	0	2	0
Virgin Islands, British	0	0	1	0	0	0	1	0
Eritrea	0	0	1	0	0	0	1	0
Eswatini	1	0	1	0	0	0	2	0
French Polynesia	1	0	1	0	0	0	2	0
Martinique	0	0	1	0	0	0	1	0
Stateless	1	0	0	0	0	0	1	0
Anguilla	1	0	0	0	0	0	1	0
Aruba	0	0	0	0	0	0	0	0
Djibouti	0	0	1	0	0	0	1	0
Guadeloupe	0	0	0	0	0	0	0	0
Guinea	1	0	0	0	0	0	1	0
Lesotho	0	0	0	0	0	0	0	0
Monaco	1	0	1	0	0	0	2	0
Montserrat	1	0	1	0	0	0	2	0
Sint Maarten	0	0	0	0	0	0	0	0
Comoros	0	0	0	0	0	0	0	0
Cook Islands	1	0	0	0	0	0	1	0
Equatorial Guinea	0	0	0	0	0	0	0	0
Gibraltar	0	0	1	0	0	0	1	0
Guinea-Bissau	0	0	1	0	0	0	1	0



**Table 4c. Continued**

Place of Birth	Gender						All Continuing Employment	
	Female		Male		Unknown			
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Isle Of Man	0	0	1	0	0	0	1	0
Liechtenstein	0	0	1	0	0	0	1	0
Maldives	1	0	0	0	0	0	1	0
Netherlands Antilles	0	0	1	0	0	0	1	0
Northern Ireland	1	0	0	0	0	0	1	0
Northern Mariana Islands	0	0	0	0	0	0	0	0
San Marino	0	0	0	0	0	0	0	0
Seychelles	0	0	0	0	0	0	0	0
Solomon Islands	0	0	1	0	0	0	1	0
South Sudan	0	0	0	0	0	0	0	0
Tonga	0	0	0	0	0	0	0	0
Turks And Caicos Islands	1	0	0	0	0	0	1	0

Note: Sum of percentages may not add to 100 due to rounding.

Source: USCIS, CLAIMS 3 and ELIS, accessed November 2023  
 Department of Homeland Security, U.S. Citizenship and Immigration Services

**Table 5. H-1B Petitions Approved by Age and Gender of Beneficiary and Type of Petition, FY 2023**

Age Category	Gender						All Beneficiaries	
	Female		Male		Unknown			
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
All Beneficiaries	113,184	29.3	272,427	70.5	707	0.2	386,318	100
Under 20	38	0	85	0	0	0	123	0
20-24	4,023	1.0	4,663	1.2	13	0	8,699	2.3
25-29	32,835	8.5	48,360	12.5	139	0	81,334	21.1
30-34	41,236	10.7	86,098	22.3	224	0	127,558	33.0
35-39	23,019	6.0	74,577	19.3	198	0	97,794	25.3
40-44	7,995	2.1	40,891	10.6	92	0	48,978	12.7
45-49	2,260	0.6	12,145	3.1	28	0	14,433	3.7
50-54	801	0.2	3,040	0.8	8	0	3,849	1.0
55-59	320	0	927	0.2	1	0	1,248	0.3
60-64	112	0	344	0	1	0	457	0.1
65 and older	302	0	775	0	1	0	1,078	0
Age Unknown	243	0	522	0	2	0	767	0
Initial Employment	42,740	35.9	76,018	63.9	190	0.2	118,948	100
Under 20	12	0	18	0	0	0	30	0
20-24	3,325	2.8	3,791	3.2	12	0	7,128	6.0
25-29	15,653	13.2	21,366	18.0	58	0	37,077	31.2
30-34	12,892	10.8	21,922	18.4	53	0	34,867	29.3
35-39	6,538	5.5	15,918	13.4	40	0	22,496	18.9
40-44	2,640	2.2	8,428	7.1	14	0	11,082	9.3
45-49	956	0.8	2,883	2.4	7	0	3,846	3.2
50-54	374	0.3	964	0.8	3	0	1,341	1.1
55-59	141	0	339	0.3	1	0	481	0.4
60-64	43	0	126	0.1	0	0	169	0.1
65 and older	98	0	164	0	0	0	262	0
Age Unknown	68	0	99	0	2	0	169	0

**Table 5. Continued**

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Age Category	Gender						All Beneficiaries	
	Female		Male		Unknown			
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Continuing Employment	70,444	26.3	196,409	73.5	517	0.2	267,370	100
Under 20	26	0	67	0	0	0	93	0
20-24	698	0.3	872	0.3	1	0	1,571	0.6
25-29	17,182	6.4	26,994	10.1	81	0	44,257	16.6
30-34	28,344	10.6	64,176	24.0	171	0	92,691	34.7
35-39	16,481	6.2	58,659	21.9	158	0	75,298	28.2
40-44	5,355	2.0	32,463	12.1	78	0	37,896	14.2
45-49	1,304	0.5	9,262	3.5	21	0	10,587	4.0
50-54	427	0.2	2,076	0.8	5	0	2,508	0.9
55-59	179	0	588	0.2	0	0	767	0.3
60-64	69	0	218	0	1	0	288	0.1
65 and older	204	0	611	0	1	0	816	0
Age Unknown	175	0	423	0	0	0	598	0

Note: Age of beneficiary is calculated based on the date the petition was approved. Anyone reported as under 16 years old and not a fashion model was assumed to be of unknown age. Sum of percentages may not add to 100 due to rounding.

Source: USCIS, CLAIMS 3 and ELIS, accessed November 2023  
Department of Homeland Security, U.S. Citizenship and Immigration Services

**Table 6. H-1B Petitions Approved by Level of Education and Gender of Beneficiary and Type of Petition, FY 2023**

Education Level	Gender						All Beneficiaries	
	Female		Male		Unknown			
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
All Beneficiaries	113,184	29.3	272,427	70.5	707	0.2	386,318	100
Other than a Bachelor's Degree	51	0	242	0.1	0	0	293	0.1
Bachelor's Degree	31,186	8.1	99,550	25.8	286	0.1	131,022	33.9
Master's Degree	26,269	6.8	59,525	15.4	106	0.0	85,900	22.2
Doctorate Degree	11,150	2.9	19,578	5.1	31	0	30,759	8.0
Professional Degree	6,059	1.6	7,526	1.9	23	0	13,608	3.5
Education Level Unknown	38,469	10	86,006	22	261	0	124,736	32
Initial Employment	42,740	35.9	76,018	63.9	190	0.2	118,948	100
Other than a Bachelor's Degree	25	0	107	0.1	0	0	132	0.1
Bachelor's Degree	13,890	11.7	29,543	24.8	80	0.1	43,513	36.6
Master's Degree	7,762	6.5	12,846	10.8	27	0.0	20,635	17.3
Doctorate Degree	6,083	5.1	10,029	8.4	14	0	16,126	13.6
Professional Degree	2,792	2.3	3,284	2.8	6	0	6,082	5.1
Education Level Unknown	12,188	10	20,209	17	63	0	32,460	27
Continuing Employment	70,444	26.3	196,409	73.5	517	0.2	267,370	100
Other than a Bachelor's Degree	26	0	135	0.1	0	0	161	0.1
Bachelor's Degree	17,296	6.5	70,007	26.2	206	0.1	87,509	32.7
Master's Degree	18,507	6.9	46,679	17.5	79	0.0	65,265	24.4
Doctorate Degree	5,067	1.9	9,549	3.6	17	0	14,633	5.5
Professional Degree	3,267	1.2	4,242	1.6	17	0	7,526	2.8
Education Level Unknown	26,281	10	65,797	25	198	0	92,276	35

Note: Sum of percentages may not add to 100 due to rounding.

Source: USCIS, CLAIMS 3 and ELIS, accessed November 2023  
Department of Homeland Security, U.S. Citizenship and Immigration Services

**Table 7. H-1B Petitions Approved by Major Occupation Group\* and Type of Petition, FY 2023**

Major Occupation	Initial Employment		Continuing Employment		All Beneficiaries	
	Number	Percent	Number	Percent	Number	Percent
<b>Total</b>	<b>118,948</b>	<b>100</b>	<b>267,370</b>	<b>100</b>	<b>386,318</b>	<b>100</b>
Computer-Related Occupations	64,643	54.3	186,441	69.7	251,084	65.0
Occupations In Architecture, Engineering, And Surveying	10,592	8.9	26,181	9.8	36,773	9.5
Occupations In Education	13,712	11.5	9,653	3.6	23,365	6.0
Occupations In Administrative Specializations	6,292	5.3	13,211	4.9	19,503	5.0
Occupations In Medicine and Health	8,020	6.7	8,664	3.2	16,684	4.3
Occupations In Mathematics and Physical Sciences	3,715	3.1	6,871	2.6	10,586	2.7
Occupations In Life Sciences	3,668	3.1	3,582	1.3	7,250	1.9
Managers And Officials	1,697	1.4	3,873	1.4	5,570	1.4
Miscellaneous Professional, Technical, And Managerial Occupations	1,897	1.6	2,751	1.0	4,648	1.2
Occupations In Social Sciences	1,338	1.1	1,714	0.6	3,052	0.8
Occupations In Art	642	0.5	1,052	0.4	1,694	0.4
Occupations In Law and Jurisprudence	664	0.6	804	0.3	1,468	0.4
Occupations In Museum, Library, And Archival Sciences	134	0.1	259	0.1	393	0.1
Miscellaneous	145	0.1	144	0	289	0.1
Occupations In Writing	94	0	184	0	278	0
Occupations In Entertainment and Recreation	65	0	55	0	120	0
Occupations In Religion and Theology	51	0	39	0	90	0
Sale Promotion Occupations	4	0	9	0	13	0
Occupation Unknown**	1,575	1.3	1,883	0.7	3,458	0.9

\*\* The data in this chart is drawn from information captured on the USCIS Form I-129. The “Occupation Unknown” category consists of petitions where a petitioner has left the beneficiary’s job code blank on the form. This generally means that the position could not be classified under one of the provided occupational categories; it does not mean that the position is unknown or that the position is not a specialty occupation.

\* A full listing of the Major Occupation Groups and the corresponding Detailed Occupations can be found in Form M746, I-129 Dictionary of Occupational Titles (DOT) Codes (<https://www.uscis.gov/sites/default/files/document/forms/m-746.pdf>).

Note: Sum of percentages may not add to 100 due to rounding.

Source: USCIS, CLAIMS 3 and ELIS, accessed November 2023  
Department of Homeland Security, U.S. Citizenship and Immigration Services

**Table 8. H-1B Petitions Approved by Detailed Occupation and Type of Petition, FY 2023**

Detailed Occupation	Initial Employment		Continuing Employment		All Beneficiaries	
	Number	Percent	Number	Percent	Number	Percent
<b>Total</b>	<b>116,962</b>	<b>100</b>	<b>264,578</b>	<b>100</b>	<b>381,540</b>	<b>100</b>
Occupations In Systems Analysis and Programming	54,165	45.5	155,571	58.2	209,736	54.3
Computer-Related Occupations, N. E. C.	6,783	5.7	23,555	8.8	30,338	7.9
Occupations In College and University Education	10,314	8.7	7,725	2.9	18,039	4.7
Electrical/Electronics Engineering Occupations	2,784	2.3	9,507	3.6	12,291	3.2
Other Occupations	6,281	5.3	5,513	2.1	11,794	3.1
Occupations In Architecture, Engineering, And Surveying, N. E. C.	3,307	2.8	5,794	2.2	9,101	2.4
Occupations In Administrative Specializations, N. E. C.	2,469	2.1	6,254	2.3	8,723	2.3
Occupations In Computer Systems Technical Support	2,907	2.4	5,659	2.1	8,566	2.2
Physicians And Surgeons	3,676	3.1	4,845	1.8	8,521	2.2
Accountants, Auditors, And Related Occupations	2,684	2.3	5,106	1.9	7,790	2.0
Mechanical Engineering Occupations	2,095	1.8	5,412	2.0	7,507	1.9
Occupations In Mathematics	2,226	1.9	4,902	1.8	7,128	1.8
Occupations In Medicine and Health, N. E. C.	3,933	3.3	2,910	1.1	6,843	1.8
Occupations In Biological Sciences	2,893	2.4	2,824	1.1	5,717	1.5
Managers And Officials	1,697	1.4	3,873	1.4	5,570	1.4
Miscellaneous Professional, Technical, And Managerial Occupations	1,897	1.6	2,751	1.0	4,648	1.2
Industrial Engineering Occupations	1,265	1.1	3,095	1.2	4,360	1.1
Civil Engineering Occupations	1,141	1.0	2,373	0.9	3,514	0.9
Occupations In Mathematics and Physical Sciences, N. E. C.	1,489	1.3	1,969	0.7	3,458	0.9
Budget And Management Systems Analysis Occupations	1,139	1.0	1,851	0.7	2,990	0.8
Occupations In Economics	1,029	0.9	1,433	0.5	2,462	0.6
Occupations In Data Communications and Networks	788	0.7	1,656	0.6	2,444	0.6
Therapists	411	0.3	909	0.3	1,320	0.3
Occupation Unknown***	1,575	1.3	1,883	0.7	3,458	0.9

\* "N.E.C." indicates "Not Elsewhere Classified" within this table.

Note: Sum of percentages may not add to 100 due to rounding.

Source: USCIS, CLAIMS 3 and ELIS, accessed November 2023

Department of Homeland Security, U.S. Citizenship and Immigration Services

**Table 9a. Annual Compensation\* in Dollars of H-1B Beneficiaries by Major Occupation Group, All Petitions Approved in FY 2023**

Occupational Category	25th Percentile	50th Percentile (Median)	75th Percentile	Average (Mean)	Number of Beneficiaries**
<b>Total</b>	<b>90,000</b>	<b>118,000</b>	<b>153,000</b>	<b>130,000</b>	<b>376,075</b>
Computer-Related Occupations	97,000	122,000	155,000	132,000	246,120
Occupations In Architecture, Engineering, And Surveying	89,000	113,000	144,000	124,000	36,045
Occupations In Education	57,000	69,000	91,000	88,000	22,960
Occupations In Administrative Specializations	83,000	120,000	170,000	133,000	19,024
Occupations In Medicine and Health	70,000	109,000	244,000	173,000	14,326
Occupations In Mathematics and Physical Sciences	92,000	121,000	155,000	130,000	10,433
Occupations In Life Sciences	65,000	82,000	114,000	98,000	7,104
Managers And Officials	100,000	140,000	185,000	151,000	5,479
Miscellaneous Professional, Technical, And Managerial Occupations	100,000	145,000	192,000	147,000	4,344
Occupations In Social Sciences	79,000	110,000	158,000	129,000	2,969
Occupations In Art	69,000	91,000	139,000	108,000	1,646
Occupations In Law and Jurisprudence	96,000	209,000	250,000	195,000	1,414
Occupations In Museum, Library, and Archival Sciences	90,000	135,000	167,000	156,000	387
Miscellaneous	45,000	62,000	94,000	75,000	269
Occupations In Writing	64,000	90,000	119,000	97,000	265
Occupations In Entertainment and Recreation	46,000	62,000	95,000	76,000	104
Occupations In Religion and Theology	45,000	64,000	103,000	78,000	84
Sale Promotion Occupations	70,000	86,000	115,000	113,000	13
Unknown	76,000	95,000	131,000	115,000	3,089

\* "Annual compensation" refers to what the employer agreed to pay the beneficiary at the time the petition was filed. The amount excludes non-cash compensation and benefits such as health insurance and transportation. It is based on full-time employment for 12 months, even if the beneficiary worked fewer than 12 months.

\*\* Beneficiaries with missing or zero compensation values are excluded from this table.

Note: Compensation values are rounded to the nearest thousand.

Source: USCIS, CLAIMS 3 and ELIS, accessed November 2023  
Department of Homeland Security, U.S. Citizenship and Immigration Services

**Table 9b. Annual Compensation in Dollars of H-1B Beneficiaries by Major Occupation Group, Petitions Approved for Initial Employment in FY 2023**

<b>Occupational Category</b>	<b>25th Percentile</b>	<b>50th Percentile (Median)</b>	<b>75th Percentile</b>	<b>Average (Mean)</b>	<b>Number of Beneficiaries*</b>
<b>Total</b>	<b>75,000</b>	<b>94,000</b>	<b>124,000</b>	<b>110,000</b>	<b>114,523</b>
Computer-Related Occupations	85,000	99,000	126,000	112,000	62,998
Occupations In Education	55,000	65,000	86,000	81,000	13,462
Occupations In Architecture, Engineering, And Surveying	76,000	94,000	121,000	107,000	10,340
Occupations In Medicine and Health	65,000	83,000	225,000	155,000	6,689
Occupations In Administrative Specializations	69,000	90,000	130,000	107,000	6,067
Occupations In Mathematics and Physical Sciences	77,000	100,000	130,000	115,000	3,643
Occupations In Life Sciences	62,000	73,000	95,000	85,000	3,580
Miscellaneous Professional, Technical, And Managerial Occupations	70,000	112,000	160,000	122,000	1,663
Managers And Officials	76,000	110,000	150,000	124,000	1,658
Occupations In Social Sciences	67,000	92,000	130,000	120,000	1,288
Occupations In Law and Jurisprudence	75,000	188,000	215,000	168,000	630
Occupations In Art	60,000	79,000	118,000	94,000	620
Occupations In Museum, Library, and Archival Sciences	65,000	90,000	127,000	167,000	132
Miscellaneous	42,000	51,000	75,000	62,000	131
Occupations In Writing	55,000	74,000	98,000	78,000	90
Occupations In Entertainment and Recreation	36,000	52,000	72,000	64,000	56
Occupations In Religion and Theology	38,000	55,000	70,000	60,000	47
Sale Promotion Occupations	74,000	83,000	101,000	87,000	4
Unknown	70,000	86,000	97,000	91,000	1,425

\* Beneficiaries with missing or zero compensation values are excluded from this table.

Note: Compensation values are rounded to the nearest thousand.

Source: USCIS, CLAIMS 3 and ELIS, accessed November 2023  
Department of Homeland Security, U.S. Citizenship and Immigration Services



**Table 9c. Annual Compensation in Dollars of H-1B Beneficiaries by Major Occupation Group, Petitions Approved for Continuing Employment in FY 2023**

Occupational Category	25th Percentile	50th Percentile (Median)	75th Percentile	Average (Mean)	Number of Beneficiaries*
<b>Total</b>	<b>100,000</b>	<b>129,000</b>	<b>163,000</b>	<b>138,000</b>	<b>261,552</b>
Computer-Related Occupations	105,000	130,000	162,000	139,000	183,122
Occupations In Architecture, Engineering, And Surveying	95,000	120,000	151,000	130,000	25,705
Occupations In Administrative Specializations	95,000	135,000	180,000	145,000	12,957
Occupations In Education	60,000	75,000	98,000	97,000	9,498
Occupations In Medicine and Health	79,000	144,000	254,000	189,000	7,637
Occupations In Mathematics and Physical Sciences	103,000	132,000	165,000	138,000	6,790
Managers And Officials	117,000	150,000	192,000	162,000	3,821
Occupations In Life Sciences	71,000	95,000	129,000	111,000	3,524
Miscellaneous Professional, Technical, And Managerial Occupations	120,000	160,000	203,000	163,000	2,681
Occupations In Social Sciences	90,000	125,000	165,000	137,000	1,681
Occupations In Art	75,000	103,000	152,000	117,000	1,026
Occupations In Law and Jurisprudence	115,000	215,000	295,000	216,000	784
Occupations In Museum, Library, and Archival Sciences	119,000	150,000	180,000	149,000	255
Occupations In Writing	70,000	97,000	135,000	106,000	175
Miscellaneous	49,000	75,000	111,000	88,000	138
Occupations In Entertainment and Recreation	58,000	74,000	124,000	91,000	48
Occupations In Religion and Theology	72,000	98,000	145,000	101,000	37
Sale Promotion Occupations	70,000	100,000	170,000	125,000	9
Unknown	88,000	118,000	148,000	135,000	1,664

\* Beneficiaries with missing or zero compensation values are excluded from this table.

Note: Compensation values are rounded to the nearest thousand.

Source: USCIS, CLAIMS 3 and ELIS, accessed November 2023  
Department of Homeland Security, U.S. Citizenship and Immigration Services

**Table 10a. Annual Compensation in Dollars of H-1B Beneficiaries by Major Occupation Group and Gender of Beneficiary, All Petitions Approved in FY 2023**

Occupational Category	Female				
	25th Percentile	50th Percentile (Median)	75th Percentile	Average (Mean)	Number of Beneficiaries*
<b>Total</b>	<b>82,000</b>	<b>108,000</b>	<b>145,000</b>	<b>122,000</b>	<b>109,224</b>
Computer-Related Occupations	95,000	118,000	150,000	128,000	57,748
Occupations In Architecture, Engineering, And Surveying	84,000	107,000	135,000	116,000	7,981
Occupations In Education	55,000	65,000	85,000	83,000	11,098
Occupations In Administrative Specializations	76,000	105,000	146,000	118,000	8,956
Occupations In Medicine and Health	67,000	94,000	210,000	148,000	7,068
Occupations In Mathematics and Physical Sciences	90,000	117,000	150,000	127,000	4,199
Occupations In Life Sciences	65,000	82,000	111,000	98,000	3,662
Managers And Officials	92,000	130,000	170,000	137,000	1,765
Miscellaneous Professional, Technical, And Managerial Occupations	80,000	122,000	175,000	128,000	1,888
Occupations In Social Sciences	72,000	99,000	140,000	120,000	1,538
Occupations In Art	65,000	89,000	139,000	106,000	948
Occupations In Law and Jurisprudence	90,000	181,000	227,000	180,000	862
Occupations In Museum, Library, and Archival Sciences	70,000	111,000	160,000	178,000	151
Miscellaneous	46,000	60,000	94,000	76,000	117
Occupations In Writing	61,000	85,000	108,000	88,000	159
Occupations In Entertainment and Recreation	42,000	60,000	83,000	69,000	57
Occupations In Religion and Theology	54,000	77,000	118,000	87,000	30
Sale Promotion Occupations	60,000	70,000	80,000	69,000	7
Occupation Unknown	66,000	88,000	116,000	99,000	990

**Table 10a Continued**

Occupational Category	Male				
	25th Percentile	50th Percentile (Median)	75th Percentile	Average (Mean)	Number of Beneficiaries*
<b>Total</b>	<b>94,000</b>	<b>120,000</b>	<b>156,000</b>	<b>133,000</b>	<b>266,188</b>
Computer-Related Occupations	99,000	125,000	156,000	133,000	187,907
Occupations In Architecture, Engineering, And Surveying	90,000	115,000	145,000	126,000	28,009
Occupations In Education	60,000	72,000	98,000	92,000	11,848
Occupations In Administrative Specializations	93,000	136,000	185,000	146,000	10,032
Occupations In Medicine and Health	73,000	140,000	275,000	197,000	7,236
Occupations In Mathematics and Physical Sciences	94,000	125,000	160,000	132,000	6,206
Occupations In Life Sciences	65,000	82,000	116,000	98,000	3,433
Managers And Officials	106,000	145,000	190,000	157,000	3,704
Miscellaneous Professional, Technical, And Managerial Occupations	117,000	156,000	200,000	162,000	2,453
Occupations In Social Sciences	85,000	125,000	175,000	139,000	1,423
Occupations In Art	75,000	95,000	138,000	111,000	696
Occupations In Law and Jurisprudence	120,000	215,000	275,000	219,000	548
Occupations In Museum, Library, and Archival Sciences	108,000	140,000	170,000	141,000	236
Miscellaneous	44,000	63,000	94,000	75,000	152
Occupations In Writing	73,000	98,000	140,000	109,000	106
Occupations In Entertainment and Recreation	50,000	67,000	118,000	86,000	47
Occupations In Religion and Theology	39,000	62,000	92,000	73,000	54
Sale Promotion Occupations	115,000	143,000	183,000	164,000	6
Occupation Unknown	80,000	100,000	135,000	122,000	2,092

\* Beneficiaries with missing or zero compensation values are excluded from this table.

Note: Compensation values are rounded to the nearest thousand.

Source: USCIS, CLAIMS 3 and ELIS, accessed November 2023  
Department of Homeland Security, U.S. Citizenship and Immigration Services

**Table 10b. Annual Compensation in Dollars of H-1B Beneficiaries by Major Occupation Group and Gender of Beneficiary, Petitions Approved for Initial Employment in FY 2023**

Occupational Category	Female				
	25th Percentile	50th Percentile (Median)	75th Percentile	Average (Mean)	Number of Beneficiaries*
<b>Total</b>	<b>70,000</b>	<b>90,000</b>	<b>120,000</b>	<b>105,000</b>	<b>40,713</b>
Computer-Related Occupations	84,000	99,000	129,000	112,000	17,843
Occupations In Education	52,000	63,000	80,000	76,000	6,586
Occupations In Architecture, Engineering, And Surveying	73,000	90,000	119,000	101,000	2,649
Occupations In Medicine and Health	63,000	77,000	194,000	134,000	3,484
Occupations In Administrative Specializations	65,000	84,000	118,000	96,000	3,106
Occupations In Mathematics and Physical Sciences	77,000	96,000	125,000	114,000	1,512
Occupations In Life Sciences	61,000	73,000	95,000	82,000	1,886
Miscellaneous Professional, Technical, And Managerial Occupations	60,000	103,000	145,000	106,000	844
Managers And Officials	73,000	100,000	140,000	114,000	614
Occupations In Social Sciences	65,000	87,000	118,000	111,000	722
Occupations In Law and Jurisprudence	72,000	151,000	215,000	153,000	377
Occupations In Art	56,000	75,000	114,000	93,000	393
Occupations In Museum, Library, and Archival Sciences	54,000	85,000	116,000	248,000	58
Miscellaneous	42,000	53,000	75,000	63,000	54
Occupations In Writing	56,000	75,000	96,000	76,000	57
Occupations In Entertainment and Recreation	36,000	50,000	64,000	61,000	33
Occupations In Religion and Theology	44,000	55,000	64,000	65,000	15
Sale Promotion Occupations	67,000	80,000	86,000	78,000	3
Occupation Unknown	60,000	77,000	95,000	83,000	477

**Table 10b Continued**

Occupational Category	Male				
	25th Percentile	50th Percentile (Median)	75th Percentile	Average (Mean)	Number of Beneficiaries*
<b>Total</b>	<b>79,000</b>	<b>95,000</b>	<b>125,000</b>	<b>113,000</b>	<b>73,630</b>
Computer-Related Occupations	85,000	99,000	125,000	112,000	45,040
Occupations In Education	57,000	70,000	92,000	86,000	6,864
Occupations In Architecture, Engineering, And Surveying	78,000	95,000	123,000	110,000	7,676
Occupations In Medicine and Health	67,000	94,000	255,000	178,000	3,198
Occupations In Administrative Specializations	72,000	100,000	148,000	117,000	2,952
Occupations In Mathematics and Physical Sciences	78,000	100,000	135,000	116,000	2,122
Occupations In Life Sciences	62,000	73,000	95,000	88,000	1,691
Miscellaneous Professional, Technical, And Managerial Occupations	85,000	128,000	175,000	138,000	817
Managers And Officials	80,000	114,000	160,000	130,000	1,042
Occupations In Social Sciences	72,000	100,000	158,000	131,000	563
Occupations In Law and Jurisprudence	95,000	215,000	215,000	191,000	253
Occupations In Art	65,000	83,000	120,000	96,000	227
Occupations In Museum, Library, and Archival Sciences	75,000	97,000	130,000	104,000	74
Miscellaneous	41,000	50,000	72,000	62,000	77
Occupations In Writing	52,000	73,000	98,000	82,000	33
Occupations In Entertainment and Recreation	30,000	54,000	78,000	69,000	23
Occupations In Religion and Theology	36,000	51,000	71,000	57,000	32
Sale Promotion Occupations	115,000	115,000	115,000	115,000	1
Occupation Unknown	76,000	89,000	100,000	95,000	945

\* Beneficiaries with missing or zero compensation values are excluded from this table.

Note: Compensation values are rounded to the nearest thousand.

Source: USCIS, CLAIMS 3 and ELIS, accessed November 2023  
Department of Homeland Security, U.S. Citizenship and Immigration Services

**Table 10c. Annual Compensation in Dollars of H-1B Beneficiaries by Major Occupation Group and Gender of Beneficiary, Petitions Approved for Continuing Employment in FY 2023**

Occupational Category	Female				
	25th Percentile	50th Percentile (Median)	75th Percentile	Average (Mean)	Number of Beneficiaries*
<b>Total</b>	<b>93,000</b>	<b>120,000</b>	<b>156,000</b>	<b>132,000</b>	<b>68,505</b>
Computer-Related Occupations	101,000	127,000	159,000	135,000	39,902
Occupations In Architecture, Engineering, And Surveying	90,000	115,000	144,000	123,000	5,332
Occupations In Administrative Specializations	86,000	117,000	158,000	129,000	5,850
Occupations In Education	59,000	70,000	90,000	94,000	4,511
Occupations In Medicine and Health	75,000	118,000	225,000	161,000	3,583
Occupations In Mathematics and Physical Sciences	100,000	128,000	160,000	134,000	2,687
Managers And Officials	110,000	143,000	180,000	150,000	1,151
Occupations In Life Sciences	72,000	95,000	125,000	116,000	1,776
Miscellaneous Professional, Technical, And Managerial Occupations	100,000	144,000	190,000	146,000	1,044
Occupations In Social Sciences	85,000	113,000	150,000	129,000	816
Occupations In Art	70,000	105,000	155,000	116,000	555
Occupations In Law and Jurisprudence	100,000	190,000	275,000	200,000	485
Occupations In Museum, Library, and Archival Sciences	95,000	140,000	170,000	134,000	93
Occupations In Writing	62,000	90,000	120,000	95,000	102
Miscellaneous	51,000	72,000	111,000	87,000	63
Occupations In Entertainment and Recreation	54,000	67,000	94,000	80,000	24
Occupations In Religion and Theology	89,000	103,000	145,000	108,000	15
Sale Promotion Occupations	56,000	65,000	70,000	63,000	4
Unknown Occupation	76,000	103,000	137,000	115,000	512

**Table 10c Continued**

Occupational Category	Male				
	25th Percentile	50th Percentile (Median)	75th Percentile	Average (Mean)	Number of Beneficiaries*
<b>Total</b>	<b>102,000</b>	<b>130,000</b>	<b>165,000</b>	<b>141,000</b>	<b>192,544</b>
Computer-Related Occupations	106,000	132,000	164,000	140,000	142,859
Occupations In Architecture, Engineering, And Surveying	97,000	121,000	154,000	132,000	20,332
Occupations In Administrative Specializations	109,000	150,000	195,000	158,000	7,080
Occupations In Education	63,000	79,000	104,000	101,000	4,982
Occupations In Medicine and Health	84,000	190,000	285,000	213,000	4,037
Occupations In Mathematics and Physical Sciences	105,000	135,000	170,000	141,000	4,084
Managers And Officials	120,000	154,000	200,000	167,000	2,662
Occupations In Life Sciences	71,000	95,000	131,000	107,000	1,742
Miscellaneous Professional, Technical, And Managerial Occupations	133,000	170,000	209,000	174,000	1,635
Occupations In Social Sciences	100,000	139,000	175,000	145,000	860
Occupations In Art	79,000	100,000	145,000	118,000	469
Occupations In Law and Jurisprudence	150,000	240,000	330,000	243,000	295
Occupations In Museum, Library, and Archival Sciences	130,000	155,000	185,000	158,000	162
Occupations In Writing	85,000	114,000	157,000	121,000	73
Miscellaneous	48,000	75,000	111,000	88,000	75
Occupations In Entertainment and Recreation	60,000	85,000	135,000	102,000	24
Occupations In Religion and Theology	70,000	90,000	146,000	97,000	22
Sale Promotion Occupations	115,000	170,000	183,000	174,000	5
Unknown Occupation	94,000	124,000	150,000	145,000	1,146

\* Beneficiaries with missing or zero compensation values are excluded from this table.

Note: Compensation values are rounded to the nearest thousand.

Source: USCIS, CLAIMS 3 and ELIS, accessed November 2023  
Department of Homeland Security, U.S. Citizenship and Immigration Services

**Table 11. Annual Compensation in Dollars of H-1B Beneficiaries by Education Level, FY 2023**

<b>Education Level</b>	<b>25th Percentile</b>	<b>50th Percentile (Median)</b>	<b>75th Percentile</b>	<b>Average (Mean)</b>	<b>Number of Beneficiaries*</b>
<b>All Beneficiaries</b>	<b>90,000</b>	<b>118,000</b>	<b>153,000</b>	<b>130,000</b>	<b>376,075</b>
Other than a Bachelor's Degree	80,000	99,000	136,000	122,000	276
Bachelor's Degree	90,000	114,000	147,000	125,000	126,980
Master's Degree	95,000	120,000	154,000	130,000	84,486
Doctorate	68,000	94,000	139,000	113,000	30,283
Professional Degree	76,000	195,000	271,000	202,000	12,647
Level of Education Unknown	95,000	121,000	156,000	132,000	121,403
<b>Initial Employment</b>	<b>75,000</b>	<b>94,000</b>	<b>124,000</b>	<b>110,000</b>	<b>114,523</b>
Other than a Bachelor's Degree	75,000	90,000	110,000	124,000	125
Bachelor's Degree	77,000	91,000	110,000	102,000	41,421
Master's Degree	80,000	99,000	129,000	110,000	20,216
Doctorate Degree	65,000	85,000	121,000	101,000	15,880
Professional Degree	70,000	150,000	252,000	188,000	5,675
Level of Education Unknown	79,000	96,000	129,000	110,000	31,206
<b>Continuing Employment</b>	<b>100,000</b>	<b>129,000</b>	<b>163,000</b>	<b>138,000</b>	<b>261,552</b>
Other than a Bachelor's Degree	84,000	115,000	146,000	121,000	151
Bachelor's Degree	101,000	128,000	158,000	136,000	85,559
Master's Degree	100,000	128,000	160,000	136,000	64,270
Doctorate Degree	75,000	108,000	157,000	126,000	14,403
Professional Degree	87,000	210,000	281,000	214,000	6,972
Level of Education Unknown	101,000	130,000	165,000	139,000	90,197

\* Beneficiaries with missing or zero compensation values are excluded from this table.

Note: Compensation values are rounded to the nearest thousand.

Source: USCIS, CLAIMS 3 and ELIS, accessed November 2023  
Department of Homeland Security, U.S. Citizenship and Immigration Services



**Table 12. H-1B Petitions Approved by Industry Sector\* and Type of Petition, FY 2023**

Industry Sector	Initial Employment		Continuing Employment		All Beneficiaries	
	Number	Percent	Number	Percent	Number	Percent
<b>Total</b>	<b>118,948</b>	<b>100</b>	<b>267,370</b>	<b>100</b>	<b>386,318</b>	<b>100</b>
Professional, Scientific, and Technical Services	61,227	51.5	124,802	46.7	186,029	48.2
Manufacturing	8,736	7.3	31,360	11.7	40,096	10.4
Information	7,070	5.9	26,212	9.8	33,282	8.6
Finance and Insurance	5,213	4.4	26,731	10.0	31,944	8.3
Educational Services	16,898	14.2	12,573	4.7	29,471	7.6
Retail Trade	4,639	3.9	17,861	6.7	22,500	5.8
Health Care and Social Assistance	8,227	6.9	9,807	3.7	18,034	4.7
Management of Companies and Enterprises	612	0.5	3,462	1.3	4,074	1.1
Wholesale Trade	957	0.8	3,112	1.2	4,069	1.1
Administrative and Support and Waste Management and Remediation Services	1,346	1.1	2,533	0.9	3,879	1.0
Construction	995	0.8	1,769	0.7	2,764	0.7
Transportation and Warehousing	500	0.4	1,752	0.7	2,252	0.6
Real Estate and Rental and Leasing	333	0.3	948	0.4	1,281	0.3
Other Services (except Public Administration)	587	0.5	635	0.2	1,222	0.3
Utilities	259	0.2	917	0.3	1,176	0.3
Accommodation and Food Services	234	0.2	650	0.2	884	0.2
Public Administration	213	0.2	374	0.1	587	0.2
Mining	159	0.1	394	0.1	553	0.1
Arts, Entertainment, and Recreation	161	0.1	327	0.1	488	0.1
Agriculture, Forestry, Fishing and Hunting	55	0	351	0	406	0
Industry Sector Unknown	527	0.4	800	0.3	1,327	0.3

\* Industry sector is determined by the first two digits of the petitioner's (employer's) 6-digit NAICS (North American Industry Classification System) code entered on the Form I-129. Unlike country of birth, age, education, and occupation, USCIS does not verify NAICS code.

Note: Sum of percentages may not add to 100 due to rounding.

Source: USCIS, CLAIMS 3 and ELIS, accessed November 2023  
Department of Homeland Security, U.S. Citizenship and Immigration Services

**Table 13. H-1B Petitions Approved by Detailed Industry\* and Type of Petition, FY 2023**

Industry Sector	Initial Employment		Continuing Employment		All Beneficiaries	
	Number	Percent	Number	Percent	Number	Percent
<b>Total</b>	<b>118,948</b>	<b>100</b>	<b>267,370</b>	<b>100</b>	<b>386,318</b>	<b>100</b>
Custom Computer Programming Services	33,335	28.0	62,977	23.6	96,312	24.9
Computer Systems Design Services	8,529	7.2	20,125	7.5	28,654	7.4
Colleges, Universities, and Professional Schools	13,135	11.0	10,134	3.8	23,269	6.0
Software Publishers	1,759	1.5	7,062	2.6	8,821	2.3
General Medical and Surgical Hospitals	4,064	3.4	4,155	1.6	8,219	2.1
Data Processing, Hosting, and Related Services	2,014	1.7	5,567	2.1	7,581	2.0
Engineering Services	2,108	1.8	5,284	2.0	7,392	1.9
Computer Systems Design and Related Services	2,391	2.0	4,747	1.8	7,138	1.8
Electronic Computer Manufacturing	1,323	1.1	5,464	2.0	6,787	1.8
Investment Banking and Securities Dealing	1,416	1.2	4,659	1.7	6,075	1.6
Other Computer Related Services	2,030	1.7	3,931	1.5	5,961	1.5
Administrative Management and General Management Consulting Services	1,159	1.0	4,707	1.8	5,866	1.5
Elementary and Secondary Schools	3,048	2.6	1,697	0.6	4,745	1.2
Electronic Shopping and Mail-Order Houses	1,759	1.5	2,272	0.8	4,031	1.0
Commercial Banking	566	0.5	3,349	1.3	3,915	1.0
Offices of Other Holding Companies	504	0.4	2,947	1.1	3,451	0.9
Offices of Certified Public Accountants	892	0.7	2,554	1.0	3,446	0.9
Semiconductor and Related Device Manufacturing	782	0.7	2,180	0.8	2,962	0.8
Financial Transactions Processing, Reserve, and Clearinghouse Activities	441	0.4	2,338	0.9	2,779	0.7
Offices of Physicians (except Mental Health Specialists)	1,134	1.0	1,562	0.6	2,696	0.7
Other Industries	24,910	20.8	75,578	28.2	100,488	26.2
Detailed Industry Unknown	11,649	9.8	34,081	12.7	45,730	11.8

\* Detailed industry is determined by the petitioner's (employer's) 6-digit NAICS (North American Industry Classification System) code entered on the Form I-129 (if 6 digits are not available, 4 or 2 digits may be used instead). Unlike country of birth, age, and education, USCIS does not verify NAICS code.

Note: Sum of percentages may not add to 100 due to rounding.

Source: USCIS, CLAIMS 3 and ELIS, accessed November 2023  
Department of Homeland Security, U.S. Citizenship and Immigration Services

**Table 14. H-1B Petitions Approved for Initial Employment by Requested Action, FY 2023**

	Number	Percent
<b>Initial Employment</b>	<b>118,948</b>	<b>100</b>
Consular processing outside the U.S.	58,827	49.5
Change of status, amendment, and/or extension of stay processed inside the U.S.	60,121	50.5

Source: USCIS, CLAIMS 3 and ELIS, accessed November 2023  
Department of Homeland Security, U.S. Citizenship and Immigration Services

**Table 15. H-1B Petitions Approved for New Employment by Prior Nonimmigrant Class of Beneficiary, FY 2023**

Prior Nonimmigrant Class	Number	Percent
<b>New employment, requests for change of nonimmigrant class only*</b>	<b>55,916</b>	<b>100</b>
Students† (F1, F2)	40,106	71.7
Exchange Visitors† (J1, J1S, J2, Q1)	6,374	11.4
Spouse or Child of H-Visa Holder (H4)	4,334	7.8
Intracompany Transferees† (L1A, L1B, L2)	2,258	4.0
NAFTA Professionals† (TN1, TN2, TD)	500	0.9
Specialty Occupation Workers (H-1B, H-1B1)**	571	1.0
Extraordinary Ability† (O1, O1A, O1B, O2, O3)	583	1.0
Temporary Visitor for Business or Pleasure (B1, B2)	705	1.3
Treaty Traders and Investors† (E1, E2, E3, E3D)	236	0.4
Other	11	-
Prior Nonimmigrant Class Unknown	238	0.4

† Includes spouses and children.

\* Includes petitions with Part 2 Question 2 equal to A and Part 2 Question 4 equal to B, F, or G on Form I-129.

\*\* A petition for new employment might show H-1B or H-1B1 as a beneficiary's prior class if the beneficiary is moving from a cap-exempt employer to a cap-subject employer, or vice versa, or it might represent an error.

Note: Data on prior nonimmigrant class is taken from answers to the prompt "Current Nonimmigrant Status" on Form I-129. This is not a required field on the Form I-129. This information is self-reported, and in some cases the petitioner (employer) may not know the prior class of the beneficiary.

Source: USCIS, CLAIMS 3 and ELIS, accessed November 2023  
Department of Homeland Security, U.S. Citizenship and Immigration Services

**Table 16. H-1B Petitions Approved by Length of Validity Period and Type of Petition, FY 2023**

Length of Validity Period	Initial Employment		Continuing Employment		All Beneficiaries	
	Number	Percent	Number	Percent	Number	Percent
<b>Total</b>	<b>118,948</b>	<b>100</b>	<b>267,370</b>	<b>100</b>	<b>386,340</b>	<b>100</b>
0 to 5 months	267	0.2	3,944	1.5	4,211	1.1
6 to 11 months	1,677	1.4	6,414	2.4	8,092	2.1
12 to 17 months	2,539	2.1	14,126	5.3	16,667	4.3
18 to 23 months	1,676	1.4	11,506	4.3	13,183	3.4
24 to 29 months	2,888	2.4	14,459	5.4	17,348	4.5
30 to 36 months	109,901	92.4	216,919	81.1	326,837	84.6
Validity Period Unknown	0	0	2	0	2	0

Note: Sum of percentages may not add to 100 due to rounding.

Source: USCIS, CLAIMS 3 and ELIS, accessed November 2023  
Department of Homeland Security, U.S. Citizenship and Immigration Services

**Table 17. H-1B Approved Petitions with and without Premium Processing, FY 2023**

	Initial Employment		Continuing Employment		All Beneficiaries	
	Number	Percent	Number	Percent	Number	Percent
<b>Total</b>	<b>118,948</b>	<b>100</b>	<b>267,370</b>	<b>100</b>	<b>386,340</b>	<b>100</b>
Premium Processing Requested*	54,980	46.2	177,861	66.5	232,855	60.3
Premium Processing Not Requested	63,968	53.8	89,509	33.5	153,485	39.7

\* Refers to all petitions with a corresponding premium processing request, regardless of whether the request was submitted at the same time as the petition, or at a later date.

Source: USCIS, CLAIMS 3 and ELIS, accessed November 2023  
Department of Homeland Security, U.S. Citizenship and Immigration Services

**Table 18. H-1B Petitions by Case Completion and Request for Evidence, FY 2023**

	Initial Employment		Continuing Employment		All Beneficiaries	
	Number	Percent	Number	Percent	Number	Percent
<b>Total Completions*</b>	<b>123,257</b>	<b>100</b>	<b>273,952</b>	<b>100</b>	<b>397,231</b>	<b>100</b>
Approvals	118,948	96.5	267,370	97.6	386,340	97.3
Denials	4,309	3.5	6,582	2.4	10,891	2.7
<b>Completions with RFE</b>	<b>21,422</b>	<b>17.4</b>	<b>17,798</b>	<b>6.5</b>	<b>39,222</b>	<b>9.9</b>
Approvals	18,070	14.7	13,856	5.1	31,928	8.0
Denials	3,352	2.7	3,942	1.4	7,294	1.8
<b>Completions without RFE</b>	<b>101,835</b>	<b>82.6</b>	<b>256,154</b>	<b>93.5</b>	<b>358,009</b>	<b>90.1</b>
Approvals	100,878	81.8	253,514	92.5	354,412	89.2
Denials	957	0.8	2,640	0.9	3,597	0.9

\* Approvals and denials combined are collectively referred to as “completions.”

Source: USCIS, CLAIMS 3 and ELIS, accessed November 2023  
Department of Homeland Security, U.S. Citizenship and Immigration Services