

NATIONAL FOUNDATION FOR AMERICAN POLICY
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H-1B PETITIONS AND DENIAL RATES IN FY 2024

EXECUTIVE SUMMARY

H-1B denial rates in FY 2024 remained low but could increase if the incoming Trump administration returns to the restrictive policies that employers saw when Donald Trump was president. H-1B temporary status remains often the only practical way for an international student or other high-skilled foreign national to work long term in the United States. Over 30,000 employers had at least one H-1B petition approved in FY 2024, and 70% of new H-1B petitions went to employers that filed 100 or fewer applications for initial employment, indicating the H-1B visa category’s economy-wide importance. At U.S. universities, [international students](#) account for 71% of the full-time graduate students in computer and information sciences. The H-1B denial rate for initial employment (for new employees) was 2.5% in FY 2024, much lower than the 24% rate in FY 2018 and 21% in FY 2019 under Trump. The denial rate rose during the Trump administration due to restrictive policy changes that courts later ruled unlawful. A legal [settlement](#) in 2020 reduced denial rates below pre-Trump levels (4% in FY 2021 and 2.2% in FY 2022). H-1B petitions for “initial” employment are primarily for new employment; for companies, they are typically a case that counts against the H-1B annual limit.

A new entry among the top employers of H-1B visa holders is Tesla, which had 742 approved H-1B petitions for initial employment in FY 2024, more than doubling the company’s total in FY 2023. The 85,000 annual limit on new H-1B petitions for high-skilled foreign nationals is low, equaling 0.05% of the U.S. labor force, and remains the leading immigration problem for most tech companies. The low yearly and per-country limits for employment-based green cards also harm companies and foreign-born professionals. Employers have exceeded the U.S. limit on H-1B petitions every fiscal year for the past two decades. Without H-1B status, a foreign national would likely need to leave the United States and work in China, India, Canada or elsewhere.

Table 1
Denial Rate for H-1B Petitions for Initial (New) Employment

FISCAL YEAR	DENIAL RATE
FY 2024	2.5%
FY 2023	3.5%
FY 2022	2.2%
FY 2021	4%
FY 2020	13%
FY 2019	21%
FY 2018	24%
FY 2017	13%
FY 2016	10%
FY 2015	6%
FY 2014	8%
FY 2013	7%
FY 2012	5%
FY 2011	7%

Source: USCIS, National Foundation for American Policy. Percentages before FY 2022 are rounded off. Data extracted and analyzed from USCIS H-1B Employer Data Hub.

H-1B Petitions and Denial Rates in FY 2024

The findings in the National Foundation for American Policy (NFAP) analysis include:

- The denial rate for H-1B petitions for initial employment (new H-1B petitions that count against the annual cap) fell to 2.5% in FY 2024 from 3.5% in FY 2023, returning close to the denial rate of 2.2% in FY 2022.
- The importance of H-1B visa holders to a wide range of companies can be seen in the data: More than 50% of approvals for H-1B petitions for initial employment in FY 2024 went to employers that filed 20 or fewer applications. Over 30,000 employers gained approval for at least one H-1B petition for initial employment in FY 2024. If an employer wishes to retain an international student on Optional Practical Training or hire a high-skilled foreign national from abroad to work in the United States, gaining H-1B status for that individual often remains the only option.
- The annual limit on new H-1B petitions is 65,000 plus a 20,000 exemption for foreign nationals with a master's degree or higher from a U.S. university. The law also exempts an H-1B petitioned for by U.S. universities and nonprofit and government research institutes. Employers have exhausted the 85,000 annual limit (65,000 plus the 20,000 exemption) every year since FY 2004. U.S. Citizenship and Immigration Services uses random selection—a lottery—when companies file more H-1B applications (or registrations) than the annual limit. According to USCIS, the agency received H-1B registrations for 442,000 unique beneficiaries for FY 2025, a number five times higher than the 85,000 ceiling. In practice, the annual limit compelled USCIS to block 300,000 to 350,000 high-skilled foreign nationals in 2024 from being able to work in the United States. Even if one excluded all petitions received by the 25 employers with the most approvals for H-1B petitions in FY 2024, which total about 27,500, the annual limit still would have prevented up to 300,000 or more high-skilled individuals from obtaining a new H-1B petition.
- Amazon had the most approved H-1B petitions for initial employment in FY 2024, with 3,871, lower than its totals of 4,052 in FY 2023 and 6,396 in FY 2022. Tesla, led by Elon Musk, showed a significant increase in H-1B approved petitions, rising to 16th on the list of most approved H-1B petitions for initial employment in FY 2024 after not appearing in the top 25 among employers in previous years. Tesla had 742 approved H-1B petitions for initial employment in FY 2024, more than double its total of 328 in FY 2023 and 337 in FY 2022. Tesla also had 1,025 H-1B petitions for continuing employment (primarily extensions for existing employees) approved in FY 2024. Cognizant had the second most H-1B petitions in FY 2024 approved for initial employment with 2,837, followed by Infosys (2,504), TCS (1,452), IBM (1,348), Microsoft (1,264), HCL America (1,248), Google (1,058), Capgemini (1,041) and Meta Platforms (920). USCIS records cases

H-1B Petitions and Denial Rates in FY 2024

in the fiscal year approved, not by the cap year or when they were filed. The NFAP analysis is based on data from the USCIS H-1B Employer Data Hub and updates earlier reports.

- During Donald Trump's first term, Trump officials did not enact any measures to increase access to H-1B visas and high-skilled immigrants. Instead, the Trump administration proposed or implemented many policies that restricted the ability to petition for H-1B professionals or sponsor employment-based green card holders. These policies included memos that increased H-1B denials and time-consuming Requests for Evidence, policies that judges later ruled unlawful. Trump officials published rules blocked on procedural grounds that aimed to price H-1B visa holders and employment-based immigrants out of the U.S. labor market, make it far more challenging for foreign nationals to qualify for H-1B petitions and prevent employers from sending H-1B employees to provide services at customer locations. Many U.S. companies contract with firms to obtain specialized services they do not possess in-house.
- Employers in California (23,590), Texas (21,575), New York (12,326), New Jersey (11,188) and Virginia (7,802) had the most approvals of H-1B petitions for initial employment in FY 2024.
- Approximately half of approved new H-1B petitions in FY 2024 (49.1%) were in professional, scientific and technical services. Second, with 11.9%, was educational services, which include universities. Stanford had 274 approved H-1B petitions for initial employment in FY 2024, the most among U.S. universities. Third was manufacturing (9.3%). Health care and social assistance (6.5%) was fourth.
- USCIS reported 141,181 approved petitions for initial employment in FY 2024, more than the approximately 119,000 approved in FY 2023. That indicates workload management issues in FY 2023 and FY 2024 since the statutory limit and exemptions did not change. (Employers with more than 100 approvals for H-1B petitions for initial employment are listed in the Appendix.)
- The U.S. unemployment rate in computer and mathematical occupations is low at 2.5% in November 2024. In January 2020, before the pandemic, the unemployment rate in computer and mathematical occupations was 3%. In September 2009, the rate was 6.2%. The U.S. unemployment rate in architecture and engineering occupations was 2.0% in November 2024.
- While some contend that H-1B professionals are "cheap labor," the average annual salary for an H-1B visa holder in computer-related occupations in 2023 reached \$132,000, and the median salary was \$122,000, according to USCIS statistics. Employers are required to pay H-1B visa holders the higher of the prevailing wage or actual wage paid to comparable U.S. workers in that area.

H-1B Petitions and Denial Rates in FY 2024

- Legal and government fees for filing an initial H-1B petition and an extension could cost employers up to \$34,900, and up to \$50,000 if sponsoring an employee for permanent residence, according to an NFAP analysis, costs employers do not pay when employing a U.S. worker. Academic research shows H-1B visa holders are paid the same or higher than comparable U.S. workers.
- According to research, restrictions on H-1B visas drive jobs and innovation outside of the United States. “[A]ny policies that are motivated by concerns about the loss of native jobs should consider that policies aimed at reducing immigration have the unintended consequence of encouraging firms to offshore jobs abroad,” concluded a [study](#) by Britta Glennon, an assistant professor at the Wharton School of Business at UPENN. “When U.S. firms are denied H-1Bs, they go abroad, setting up new foreign affiliates and hiring talent there instead of in the U.S.,” said Glennon. “For the most global multinational companies, this is at almost a 1:1 rate. The results demonstrate an important unintended consequence of immigration restrictions: the movement of jobs and talent abroad, with major implications for U.S. competitiveness.”
- Economist Giovanni Peri and coauthors [found](#) the low annual H-1B limit prevents employers from creating hundreds of thousands of jobs for U.S. workers by discouraging company investment and other means.
- Economist Madeline Zavodny found the median earnings of U.S. IT professionals were 40% higher than the median earnings of other professionals, according to data for the period 2002 to 2020. Median earnings of U.S.-born college graduates with a computer-related major are 35% higher than other STEM majors and 83% higher than non-STEM majors. Median earnings of recent U.S.-born master’s degree recipients with a computer-related major are approximately 10% to 40% percent higher than other STEM majors.
- Data and economics indicate it is a mistake to assume a fixed number of jobs and that foreign-born scientists and engineers prevent U.S. engineers and computer specialists from gaining jobs. The number of U.S.-born college graduates employed in computer occupations increased by over 1.1 million, or 62%, between 2003 and 2021, according to an NFAP analysis of government data. The number of U.S.-born college graduates employed in all STEM-related occupations (including computer occupations) increased by over 5.5 million, or 69%, between 2003 and 2021. Millions of Americans with STEM degrees also use their education in jobs that are not considered STEM occupations due to limitations in government data.

Policies toward high-skilled foreign nationals in America remain restrictive compared to other countries that the United States competes with for talent. The incoming Trump administration may make U.S. immigration policies more restrictive by implementing measures that officials proposed or enacted during Donald Trump’s first term.

H-1B Petitions and Denial Rates in FY 2024

Table 2
Approved H-1B Petitions and Denial Rates for Initial Employment: FY 2024, FY 2023 and FY 2022

Employer	FY 2024 Approved Petitions Initial Employment	FY 2023 Approved Petitions Initial Employment	FY 2022 Approved Petitions Initial Employment	FY 2024 Denial Rate Initial Employment	FY 2023 Denial Rate Initial Employment	FY 2022 Denial Rate Initial Employment
Amazon	3,871	4,052	6,396	1%	1%	1%
Cognizant	2,873	2,597	2,521	1%	1%	1%
Infosys	2,504	2,171	3,151	1%	2%	2%
TCS	1,452	1,174	2,725	1%	4%	3%
IBM	1,348	979	1,239	0.4%	1%	2%
HCL America	1,248	715	1,260	1%	4%	4%
Microsoft	1,264	987	1,008	0.4%	0.2%	1%
Google	1,058	1,267	1,562	1%	1%	1%
Capgemini	1,041	1,110	1,090	1%	1%	1%
Meta Platforms	920	735	1,546	0.4%	0.4%	1%
Deloitte	891	591	1,169	0.4%	1%	1%
Apple	864	707	930	1%	1%	1%
Intel	851	519	894	1%	1%	1%
Accenture	833	538	1,097	1%	2%	1%
LTIMindtree	798	914	342	1%	0.4%	2%
Tesla	742	328	337	1%	0%	1%
Ernst & Young	714	580	701	1%	1%	1%
Goldman Sachs	678	349	556	0.4%	0%	1%
Wipro	609	992	1,172	2.4%	4%	2%
Walmart	654	435	392	0.5%	1%	1%
Tech Mahindra	493	600	509	1%	1%	3%
McKinsey & Co.	477	290	481	1%	1%	3%
JPMorgan Chase	468	453	420	1%	0.4%	1%
Bytedance	424	153	131	1%	1%	2%
Citibank	399	202	489	1%	0.5%	0.2%

Source: USCIS, National Foundation for American Policy. Data extracted and analyzed from USCIS H-1B Employer Data Hub. Percentages are rounded off except when below 0.5%. Related entities and affiliates identified when possible. FY 2022 does not include Larsen & Toubro, which had a merger that created LTIMindtree. Non-profit entities not included.

H-1B Petitions and Denial Rates in FY 2024

TOP EMPLOYERS OF NEW H-1B VISA HOLDERS

Amazon had the most approved H-1B petitions for initial employment in FY 2024, with 3,871, lower than its totals of 4,052 in FY 2023 and 6,396 in FY 2022. Cognizant had the second most H-1B petitions in FY 2024 approved for initial employment with 2,837, followed by Infosys (2,504), TCS (1,452), IBM (1,348), Microsoft (1,264), HCL America (1,248), Google (1,058), Capgemini (1,041) and Meta Platforms (920). USCIS records cases in the fiscal year they are approved, not by cap year, which means a company’s initial employment data for FY 2024 might include cases filed in different cap years.

At U.S. universities, [international students](#) account for 71% of the full-time graduate students in computer and information sciences and 73% of the full-time graduate students in electrical and computer engineering. That supports what companies say: The pool from which employers choose high-skilled professionals with advanced degrees features mostly foreign nationals.

Tesla, led by Elon Musk, showed a significant increase in H-1B approved petitions, rising to 16th on the list of most approved H-1B petitions for initial employment in FY 2024 after not appearing in the top 25 among employers in previous years. Tesla had 742 approved H-1B petitions for initial employment in FY 2024, more than double its total of 328 in FY 2023 and 337 in FY 2022. It also had 1,025 H-1B petitions for continuing employment (primarily extensions for existing employees) approved in FY 2024.

**Table 3
Tesla Labor Condition Applications Requested for H-1B Petitions in FY 2024**

New Employment	963
Continued Employment	1,172
Change from Previous Employment	362
Change of Employer	499
Amended Petition	219
Total	3,215

Source: U.S. Citizenship and Immigration Services, National Foundation for American Policy. Some certifications were for E-3 visas for Specialty Occupation Workers from Australia.

Given Tesla’s emphasis on providing high technology products and solutions to design, manufacture and sell electric vehicles, batteries and solar panels, it needs to hire and retain a significant amount of engineering talent. In FY 2024, Tesla requested Labor Condition Applications from the Department of Labor for 658 manufacturing engineers, 629 software developers, 348 mechanical engineers, 320 industrial engineers and 138 electrical

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engineers as part of the H-1B process. These numbers do not correspond precisely to individual employees given amended petitions and other processing issues. (See Appendix.)

“Tesla clearly targets people who can help the company across many needs, including research and development, design, production, sales and supply management,” said economist Mark Regets, an NFAP senior fellow. In addition to engineers and information technology specialists, Tesla requested Labor Condition Applications for project management specialists, industrial production managers, data scientists, logistics analysts, commercial and industrial designers, statisticians and many other positions.

Filing a labor condition application is a necessary step in the H-1B process. According to a National Foundation for American Policy analysis, in FY 2024, Tesla filed 3,215 requests for Labor Condition Applications to DOL. That included 963 LCAs for “new employment” and 1,172 for “continued employment,” among others.

H-1B DENIAL RATES LOWER IN FY 2024

The denial rate for H-1B petitions for initial employment declined to 2.5% in FY 2024, lower than the 3.5% rate in FY 2023 and 2.2% in FY 2022.

FIRST-TERM H-1B VISA POLICIES ANTICIPATED IN TRUMP’S SECOND TERM

During [Donald Trump’s first term](#), Trump officials did not enact any measures to increase access to H-1B visas and high-skilled immigrants. The Trump administration proposed or implemented many policies that restricted the ability to petition for H-1B professionals or sponsor employment-based green card holders.¹ These policies included:

- Memos that increased H-1B denials and time-consuming Requests for Evidence, policies that judges later ruled unlawful. (See below.)
- A Department of Homeland Security rule Trump officials published to make it more difficult for individuals to qualify for an H-1B petition by narrowing which jobs and education qualified the individual or the position under the definition of an H-1B specialty occupation. A judge blocked the proposed H-1B rule because it was “interim final,” and the Trump administration did not make a convincing case that it needed to dispense with the normal publish and comment procedures of the Administrative Procedure Act.
- The same blocked rule aimed to prevent employers from sending H-1B employees to provide services at customer locations. One approach was to shift the legal obligations onto customers, essentially making the

¹ See this NFAP analysis for a comprehensive review of the Trump administration’s policies on high-skilled immigration: <https://nfap.com/research/new-nfap-policy-brief-trump-immigration-policy-high-skilled-immigration/>.

H-1B Petitions and Denial Rates in FY 2024

customers employers of H-1B visa holders even though they did not have the authority to hire, fire or pay the individuals. Many U.S. companies contract with firms, sometimes for tens or hundreds of millions of dollars, to obtain specialized services they do not possess in-house in an effort to become more competitive.

- A Department of Labor rule, blocked on procedural grounds similar to the DHS rule, aimed to price H-1B visa holders and employment-based immigrants out of the U.S. labor market. The rule sought to accomplish this by changing how the Department of Labor calculated the prevailing wage, which acts as a minimum wage. The [DOL rule](#) increased minimum salaries by 40% to 100%, including by requiring employers to pay \$208,000 a year for over 18,000 combinations of occupations and geographic labor markets, without regard to skill level and position.²

TRUMP ADMINISTRATION’S DENIAL RATES WERE FAR HIGHER, FOCUSED ON IT

Restrictive policy changes during the Trump administration increased the denial rate for H-1B petitions for initial employment to 24% in FY 2018, 21% in FY 2019 and 13% in FY 2020 before a legal settlement in 2020 lowered denial rates below pre-Trump levels. Denial rates for initial employment were 4% in FY 2021 and 2.2% in FY 2022.

A February 2020 NFAP analysis explained the impact of restrictive H-1B policies during the Trump administration. “While nearly all major companies have seen higher denial rates under Trump administration policies, the data indicate USCIS has established a different standard for adjudicating cases for companies that provide information technology (IT) services. This is the case even though, as attorneys point out, immigration law does not indicate a different standard for adjudications based on the type of firm or the location where work will be performed. At least 9 major companies that provide IT services or other consulting services to U.S. businesses had denial rates for initial employment over 30% in FY 2019.”³

Legal defeats ended the Trump administration’s restrictive H-1B policies. On June 17, 2020, USCIS was compelled to issue a [new policy memo](#) and withdraw a February 2018 [memo](#) on “Contracts and Itineraries Requirements for H-1B Petitions Involving Third-Party Worksites” after losing a court case and then agreeing to [a settlement](#) with the business group ITServe Alliance.

USCIS also lost cases on who qualified for an H-1B petition and rescinded the [“Neufeld” memo](#), a January 2010 memo interpreted more aggressively during the Trump years to deny H-1B petitions when H-1B visa holders worked

² There were two versions of the DOL rule. An analysis of the second version can be found at: <https://nfap.com/studies/analysis-of-the-dol-final-rules-impact-on-h-1b-visa-holders-and-employment-based-immigrants/>.

³ *H-1B Approved Petitions and Denial Rates for FY 2019*, NFAP Policy Brief, National Foundation for American Policy, February 2020.

H-1B Petitions and Denial Rates in FY 2024

at customer sites. The memos and their interpretation were blamed for increased costs and higher denial rates for H-1B petitions, particularly for IT services companies. Data on H-1B denials in the fourth quarter of FY 2020 revealed the impact of rescinding the two memos. The denial rate for H-1B petitions for initial employment was 1.5% in the fourth quarter of FY 2020, far lower than the 15% denial in the fourth quarter of FY 2019. The fourth quarter of FY 2020 began on July 1, 2020, shortly after the legal settlement. Absent significant changes in government policies, high denial rates are unusual since employers would be unlikely to apply for H-1B petitions for individuals who do not qualify, given the time and expense.

MORE H-1B APPLICATIONS CORRELATE WITH LOWER DENIAL RATES

Employers that file more H-1B applications likely possess better internal processes and legal representation, resulting in fewer errors when selecting applicants and completing applications. That is critical due to the complexity of H-1B regulations. Despite the attention paid to larger employers, more than half of approvals for H-1B petitions for initial employment went to employers that filed 20 or fewer applications, and 70% were approved for employers that filed 100 or fewer applications. That illustrates the importance of H-1B visas as a way to add talent for a variety of employers throughout the U.S. economy.

Table 4
FY 2024 H-1B Denial Rates for Initial Employment By Number of Applications Submitted

Number of Applications	Approvals	Denials	Denial Rate
101+	42,484	414	1.0%
21-100	25,917	576	2.2%
9-20	20,401	751	3.6%
3-8	25,342	931	3.5%
2	8,807	315	3.5%
1	18,230	623	3.3%

Source: USCIS, National Foundation for American Policy.

Employers with 101 or more H-1B applications for initial employment in FY 2024 had a denial rate of only 1.0%, similar to the denial rate for such employers in FY 2023. That compares in FY 2024 to a 2.2% denial rate for employers with 21 to 100 applications, 3.6% for employers with 9 to 20 applications, 3.5% for employers that filed 3 to 8 applications, 3.5% for employers with two applications and a 3.3% denial rate for employers that filed one H-1B application.

H-1B Petitions and Denial Rates in FY 2024

Table 5
FY 2024 H-1B Approvals for Initial Employment By State

State	Approved H-1B Petitions for Initial Employment FY 2024	Percent of Total Approvals	State	Approved H-1B Petitions for Initial Employment FY 2024	Percent of Total Approvals
CA	23,590	16.7%	KS	563	0.4%
TX	21,575	15.3%	OR	520	0.4%
NY	12,326	8.7%	IA	514	0.4%
NJ	11,188	7.9%	LA	459	0.3%
VA	7,802	5.5%	AL	451	0.3%
IL	7,430	5.3%	NE	436	0.3%
MA	5,875	4.2%	RI	426	0.3%
GA	4,438	3.1%	NM	400	0.3%
PA	4,145	2.9%	KY	385	0.3%
NC	4,129	2.9%	OK	365	0.3%
FL	3,852	2.7%	NV	316	0.2%
MI	3,739	2.6%	GU	305	0.2%
MD	3,457	2.4%	SD	289	0.2%
WA	3,120	2.2%	ID	263	0.2%
OH	2,432	1.7%	MS	245	0.2%
AZ	2,415	1.7%	NH	230	0.2%
TN	1,517	1.1%	AK	158	0.1%
MN	1,491	1.1%	ND	156	0.1%
MO	1,372	1.0%	WY	151	0.1%
CT	1,223	0.9%	ME	148	0.1%
CO	1,155	0.8%	WV	122	0.1%
AR	1,048	0.7%	HI	112	0.1%
IN	976	0.7%	VT	111	0.1%
WI	948	0.7%	MT	93	0.1%
DC	728	0.5%	MP	45	0.0%
SC	720	0.5%	PR	39	0.0%
UT	591	0.4%	VI	11	0.0%
DE	565	0.4%			

Source: USCIS, National Foundation for American Policy. MP=Northern Mariana Islands, GU=Guam, PR=Puerto Rico.

H-1B Petitions and Denial Rates in FY 2024

H-1B PETITIONS BY STATE AND INDUSTRY

Employers in California (23,590), Texas (21,575), New York (12,326), New Jersey (11,188) and Virginia (7,802) had the most approvals for H-1B petitions for initial employment in FY 2024. Approximately half of approved new H-1B petitions in FY 2024 (49.1%) were in professional, scientific and technical services. Second, with 11.9%, was educational services, which include universities. Stanford had 274 approved H-1B petitions for initial employment in FY 2024, the most among U.S. universities. Third was manufacturing (9.3%). Health care and social assistance (6.5%) was fourth. Information (5.8%) was fifth.

**Table 6
FY 2024 H-1B Approvals for Initial Employment By Industry**

Industry	Approvals	Percent of Total
Professional, Scientific, and Technical Services	69,368	49.1%
Educational Services	16,805	11.9%
Manufacturing	13,103	9.3%
Health Care and Social Assistance	9,228	6.5%
Information	8,245	5.8%
Finance and Insurance	8,095	5.7%
Retail Trade	4,989	3.5%
Administrative and Support and Waste Management and Remediation Services	1,753	1.2%
Construction	1,521	1.1%
Wholesale Trade	1,324	0.9%
Management of Companies and Enterprises	762	0.5%
Other Services (except Public Administration)	681	0.5%
Transportation and Warehousing	676	0.5%
Real Estate and Rental and Leasing	508	0.4%
Utilities	443	0.3%
Accommodation and Food Services	379	0.3%
Public Administration	321	0.2%
Arts, Entertainment, and Recreation	311	0.2%
Mining, Quarrying, and Oil and Gas	273	0.2%
Agriculture, Forestry, Fishing and Hunting	56	0.0%

Source: USCIS, National Foundation for American Policy.

H-1B PETITIONS FOR CONTINUING EMPLOYMENT

The denial rate for H-1B petitions for “continuing” employment (primarily for existing employees) was 1.8% in FY 2024, lower than the 2.4% rate in FY 2023, and about the same as the 1.9% rate in FY 2022. These rates are far below the 12% denial rate in FY 2018 and FY 2019 during the Trump administration. The decline in the H-1B denial rate for continuing employment reflects the impact of court decisions and the 2020 legal settlement. The 12% denial rate for H-1B petitions for continuing employment in FY 2018 and FY 2019 during the Trump years was four times higher than the 3% denial rate between FY 2011 and FY 2015.

Table 7
Denial Rate: H-1B Petitions for Continuing Employment

FISCAL YEAR	DENIAL RATE
FY 2024	1.8%
FY 2023	2.4%
FY 2022	1.9%
FY 2021	2%
FY 2020	7%
FY 2019	12%
FY 2018	12%
FY 2017	5%
FY 2016	4%
FY 2015	3%
FY 2014	3%
FY 2013	3%
FY 2012	3%
FY 2011	3%
FY 2010	5%

Source: USCIS, National Foundation for American Policy. Percentages are rounded off except for FY 2024, 2023 and FY 2022. Data extracted and analyzed from USCIS H-1B Employer Data Hub.

Denials for continuing employment increased during the Trump administration because officials changed the approval standards via memos (later found unlawful), and the new USCIS director issued a [memo](#) that directed adjudicators to no longer give deference “to the findings of a previously approved petition, as long as the key elements were unchanged and there was no evidence of a material error or fraud related to the prior determination.”⁴ Many companies reported being forced to dismiss long-term, experienced employees, including individuals waiting years for an employment-based green card, whose H-1B status ended because USCIS denied an application for an extension. In some cases, companies transferred employees to another location. When that was not possible,

⁴ <https://www.uscis.gov/news/news-releases/uscis-updates-policy-ensure-petitioners-meet-burden-proof-nonimmigrant-worker-extension-petitions>.

H-1B Petitions and Denial Rates in FY 2024

employees were released. In 2021, USCIS Director Ur Jaddou rescinded the October 2017 memo, an action supported by employers and existing employees in H-1B status.

Table 8
Approved H-1B Petitions and Denial Rates for Continuing Employment: FY 2024, FY 2023 and FY 2022

Employer	FY 2024 Approved Petitions Continuing Employment	FY 2023 Approved Petitions Continuing Employment	FY 2022 Approved Petitions Continuing Employment	FY 2024 Denial Rate Continuing Employment	FY 2023 Denial Rate Continuing Employment	FY 2022 Denial Rate Continuing Employment
Amazon	10,893	11,246	17,223	2%	3%	2%
TCS	6,122	5,749	7,267	4%	5%	3%
Infosys	5,688	5,231	4,016	1%	1%	1%
Cognizant	5,076	5,103	3,661	1%	3%	1%
Google	4,311	4,211	6,883	1%	1%	1%
Meta Platforms	3,924	2,640	6,180	1%	1%	1%
Microsoft	3,461	3,806	6,202	1%	2%	1%
Apple	3,009	3,115	4,116	1%	1%	1%
Walmart	2,724	2,094	2,275	1%	1%	1%
Deloitte	2,700	3,268	4,706	1%	2%	1%
Oracle	1,762	1,863	2,361	0.4%	0.2%	0.3%
Capgemini	1,754	1,722	2,039	1%	1%	1%
HCL America	1,734	2,097	1,881	2%	2%	3%
Intel	1,707	1,679	2,865	1%	4%	3%
Ernst & Young	1,641	1,948	2,318	2%	2%	1%
IBM	1,559	1,507	1,916	1%	1%	1%
Fidelity Investments	1,536	1,336	1,538	1%	2%	2%
JPMorgan Chase	1,522	2,616	2,712	1%	1%	1%
LTIMindtree	1,338	1,870	460	0.3%	1%	1%
Accenture	1,326	1,599	1,136	0.4%	1%	1%
Salesforce	1,285	894	1,975	0.3%	1%	1%
Nvidia	1,143	706	848	1%	1%	1%
Cisco	1,118	1,304	2,240	1%	3%	1%
Wipro	1,049	1,469	1,141	2%	2%	3%
Tesla	1,025	761	771	1%	2%	1%

Source: USCIS, National Foundation for American Policy. Data extracted and analyzed from USCIS H-1B Employer Data Hub. Percentages are rounded off except when below 0.5%. Related entities and affiliates identified when possible. FY 2022 does not include Larsen & Toubro, which had a merger that created LTIMindtree.

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Data for continuing employment can be misleading. Due to USCIS policy, an individual H-1B visa holder may be approved multiple times for continuing employment during the same year if they change locations ([Matter of Simeio Solutions](#)). The numbers are also inflated by companies filing extensions to retain H-1B visa holders, particularly from India, who are waiting years in employment-based green card backlogs due to the per-country limit.

In FY 2024, Amazon had the most approved H-1B petitions for continuing employment, with 10,893, followed by TCS (6,122), Infosys (5,688), Cognizant (5,076), Google (4,311), Meta Platforms (3,924), Microsoft (3,461), Apple (3,009), Walmart (2,724) and Deloitte (2,700). As noted, these numbers do not represent individual employees.

TOO FEW HIGH-SKILLED VISAS AND CHANGES TO H-1B REGISTRATION SYSTEM

The 85,000 yearly limit on new H-1B petitions for high-skilled foreign nationals is low, equaling 0.05% of the U.S. labor force.⁵ As a result, employers have exceeded the U.S. limit on H-1B petitions every fiscal year for the past two decades. H-1B temporary status remains typically the only practical way for an international student or other high-skilled foreign national to work long term in the United States. Without H-1B status, a foreign national would likely need to leave the United States and work in China, India, Canada or elsewhere.

When companies file more H-1B applications (or registrations) than the annual limit of 85,000 (65,000 plus a 20,000 exemption for advanced degree holders from U.S. universities), USCIS uses random selection—a lottery.⁶ In 2020, USCIS mandated employers submit H-1B registrations electronically that included basic information. Previously, employers submitted time-consuming and expensive completed applications and mailed them to the agency. The new process, though welcomed by employers, resulted in more cases of multiple registrations submitted for the same individuals.

In a [final rule](#) published on February 2, 2024, USCIS changed the H-1B registration selection process to “beneficiary-centered.” That would discourage employers from sending in multiple registrations for the same individual unless they intended to make a legitimate job offer.

The new system solved the problem of multiple registrations for the same individual interfering with the selection process. However, it did not address the issue of Congress allotting too few H-1B petitions. According to USCIS, the agency received H-1B registrations for 442,000 unique beneficiaries for FY 2025, five times higher than the

⁵ Under U.S. law, the annual limit on new H-1B petitions is 65,000, with a 20,000-exemption for individuals with a master’s degree or higher from a U.S. university. H-1B petitions for universities and nonprofit and governmental research institutes are exempt from the annual limit. The size of the civilian labor force in the United States was 167 million as of January 2024, according to the Bureau of Labor Statistics.

⁶ Stuart Anderson, “Immigration Service Finalizes Changes to H-1B Visa Lottery,” *Forbes*, January 31, 2024.

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85,000 ceiling. In practice, USCIS was compelled to block 300,000 to 350,000 high-skilled foreign nationals from working in the United States in 2024 due to the annual limit under U.S. law.⁷

HIGH SALARIES AND HIGHER FEES FOR H-1B VISA HOLDERS

Some policymakers who favor restrictive immigration policies have argued foreign-born scientists and engineers may be “cheap labor.” However, the average annual salary for an H-1B visa holder in computer-related occupations in 2023 was \$132,000, and the median salary was \$122,000, according to USCIS statistics.⁸

In addition to paying the required wages, legal and government fees to file an initial H-1B petition and an extension could cost employers up to \$34,900, and as high as \$50,000 once including the additional cost of sponsoring an employee for permanent residence, according to an NFAP analysis.

“The USCIS data show H-1B visa holders are paid high salaries, and it contradicts the idea that these are low-skilled people since employers would not pay people with low skills such high salaries,” said Mark Regets of NFAP.⁹

To gain approval of an H-1B petition, an employer must pay “at least- (I) the actual wage level paid by the employer to all other individuals with similar experience and qualifications for the specific employment in question, or (II) the prevailing wage level for the occupational classification in the area of employment, *whichever is greater*.”¹⁰

Economists have concluded in many published studies that H-1B visa holders earn the same or more than comparable U.S. professionals.¹¹ In a May 2020 NFAP [study](#), University of North Florida economics professor Madeline Zavodny found, “[T]he evidence points to the presence of H-1B visa holders being associated with lower unemployment rates and faster earnings growth among college graduates, including recent college graduates.”¹²

⁷ Stuart Anderson, “The Lasting Legacy Of The U.S. Immigration Bill Raising H-1B Visas,” *Forbes*, November 20, 2024.

⁸ *Characteristics of H-1B Specialty Occupation Workers, Fiscal Year 2023 Annual Report to Congress*, Department of Homeland Security and U.S. Citizenship and Immigration Services, March 6, 2024.

⁹ Stuart Anderson, “Immigration Agency Report Shows High H-1B Visa Salaries,” *Forbes*, June 5, 2023.

¹⁰ <https://uscodes.house.gov/view.xhtml?req=granuleid%3AUSC-prelim-title8-section1182&num=0&edition=prelim>.

¹¹ An analysis by [Glassdoor](#) found, “Across the 10 cities and roughly 100 jobs we examined, salaries for foreign H-1B workers are about 2.8% higher than comparable U.S. salaries on Glassdoor.” After examining the skills and compensation of over 50,000 IT professionals in the United States, University of Maryland researchers Sunil Mithas and Henry C. Lucas, Jr. [wrote](#), “[C]ontrary to popular belief, non-U.S. citizen IT professionals are not paid less compared to American IT professionals.” A [paper for IZA](#) by economists Magnus Lofstrom and Joseph Hayes with the Public Policy Institute of California concluded, “The data indicate that H-1Bs are younger and more skilled, as measured by education, than U.S.-born workers in the same occupations. We fail to find support for the notion that H-1Bs are paid less than observationally similar U.S.-born workers; in fact, they appear to have higher earnings in some key STEM occupations, including information technology.” The Government Accountability Office (GAO) found in electrical/electronics engineering occupations (age group 20-39) the median salary for an engineer in H-1B status was \$5,000 higher than for a U.S. engineer.

¹² Madeline Zavodny, *The Impact of H-1B Visa Holders on the U.S. Workforce*, NFAP Policy Brief, National Foundation for American Policy, May 2020.

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In FY 2021, 66% of approved H-1B beneficiaries earned a master's degree or higher, according to USCIS.¹³ The education levels indicate that H-1B visa holders represent highly skilled professionals whose skills are sought in the United States and other countries.

USCIS data show in FY 2022, 123,888 H-1B petitions were approved for H-1B visa holders to switch to a new employer.¹⁴ Such a large number raises doubts about assertions that H-1B professionals are “indentured servants.”

**Table 9
H-1B Legal and Government Fees For Employers**

Type of Cost	Price of Fee or Service
Application Fee	\$780
H-1B Registration Fee	\$215
Asylum Program Fee	\$600 (\$300 for employers with 26 or fewer employees)
Attorney Fees	\$1,500 to \$4,000
Attorney Fees if a Request for Evidence	\$2,000 to \$4,500
Scholarship and Training Fee	\$1,500 (\$750 for employers with 25 or fewer employees) (initial petition and extension)
Anti-Fraud Fee	\$500 (on initial petition)
Premium Processing (optional but generally necessary)	\$2,805
“50/50” Fee (for employers with workforce over 50% H-1B/L-1)	\$4,000 (on initial petition)
Visa Application (cost based on reciprocity)	\$190 (\$0 - \$800)
Additional Cost to Sponsor for Permanent Residence	\$10,000 to \$15,000 or more
TOTAL	\$4,235 to \$19,700 for H-1B initial petition \$7,970 to \$34,900 for H-1B initial petition and extension Up to \$50,000 (est.) for initial, extension and green card

Source: National Foundation for American Policy. All government fees in effect as of April 1, 2024.

¹³ *Characteristics of H-1B Specialty Occupation Workers, Fiscal Year 2022 Annual Report to Congress*. Education levels for FY 2022 and FY 2023 contained incomplete data.

¹⁴ *Ibid.*

RESEARCH: RESTRICTIONS ON H-1B VISAS PUSH OUT JOBS AND INNOVATION

The primary arguments made against admitting H-1B visa holders are 1) a fixed number of jobs exist and 2) there are anecdotes, in some cases from a decade ago, of companies laying off U.S. professionals and contracting with a firm that employed H-1B visa holders. The anecdotes rely on the assumption that if a different contractor had been selected, one without H-1B visa holders, all the employees would have continued to work at the company. Connected to both arguments is the idea that the entry of H-1B visa holders leads to jobs leaving the United States.

Research shows that restrictions on H-1B visas that drive jobs and innovation outside of the United States. The studies indicate Congress should liberalize H-1B rules rather than enact more restrictions if one is concerned about jobs leaving America,

“[A]ny policies that are motivated by concerns about the loss of native jobs should consider that policies aimed at reducing immigration have the unintended consequence of encouraging firms to offshore jobs abroad,” concluded a [study](#) by Britta Glennon, an assistant professor at the Wharton School of Business at the University of Pennsylvania.¹⁵ Numerical limits act as a significant restriction on immigration and, the study finds, push more jobs outside the United States.

In follow-up research, Glennon found, “Firms respond to restrictions on H-1B immigration by increasing foreign affiliate employment at the intensive and extensive margins, particularly in China, India and Canada.” According to the [research](#), “The most impacted jobs were R&D [research and development] intensive ones, but there is some evidence that non-R&D employment was also affected. The paper highlights a means by which firms can circumvent constraining policies and mitigate country-level risk.”¹⁶

Companies involved in international markets have options and are the most likely to offshore jobs in response to immigration restrictions. “When U.S. firms are denied H-1Bs, they go abroad, setting up new foreign affiliates and hiring talent there instead of in the U.S.,” said Glennon. “For the most global multinational companies, this is at almost a 1:1 rate. The results demonstrate an important unintended consequence of immigration restrictions: the movement of jobs and talent abroad, with major implications for U.S. competitiveness.”¹⁷ Glennon calculated that multinational companies “hire 0.9 employees abroad for every visa rejection.”¹⁸

¹⁵ Britta Glennon, *How Do Restrictions on High-Skilled Immigration Affect Offshoring? Evidence from the H-1B Program*, April 5, 2020.

¹⁶ Britta Glennon, *How Do Restrictions on High-Skilled Immigration Affect Offshoring? Evidence from the H-1B Program*, Management Science, Articles in Advance, March 15, 2023.

¹⁷ See also Stuart Anderson, “U.S. Companies Denied H-1B Visas Hire Talent Abroad,” *Forbes*, April 4, 2023.

¹⁸ Glennon, March 15, 2023.

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A [study](#) by economists Giovanni Peri, Kevin Shih, Chad Sparber and Angie Marek Zeitlin found that denying the entry of H-1B visa holders due to the annual limits harmed job growth for U.S.-born professionals. “The number of jobs for U.S.-born workers in computer-related industries would have grown at least 55% faster between 2005-2006 and 2009-2010, if not for the denial of so many applications in the recent H-1B visa lotteries,” concluded the economists.¹⁹

In the past, analysts have noted the number of H-1B petitions approved for Indian-based companies. In FY 2024, the top seven Indian-based companies had 7,299 H-1B petitions approved for initial employment, which represents 0.004% of the U.S. civilian labor force. The 7,299 new petitions came to 5.2% of the H-1B petitions for initial employment approved in FY 2024. That figure was less than half the total of 14,792 for the top seven Indian companies [in FY 2015](#).

U.S. IT PROFESSIONALS EARN MORE THAN OTHER AMERICANS

If U.S.-born professionals in computer occupations were harmed by the presence of H-1B visa holders, they might be expected to earn lower salaries than Americans in other fields. However, research shows this is not the case. Economist Madeline Zavodny analyzed data from the Current Population Survey, American Community Survey, and National Survey of College Graduates that showed “a large premium for information technology (IT) professionals or computer and information systems-related majors” over time and in recent years.²⁰

The research found:

- Median earnings of IT professionals were 40% higher than the median earnings of other professionals, according to data on U.S.-born workers from the Current Population Survey for the period 2002 to 2020.
- Median earnings of U.S.-born college graduates with a computer-related major are 35% higher than other STEM majors and 83% higher than non-STEM majors.
- Median earnings of U.S.-born recent bachelor’s degree recipients with a computer-related major are about 15% to 40% percent higher than other STEM majors, while median earnings of recent master’s degree recipients with a computer-related major are approximately 10% to 40% percent higher than other STEM majors.²¹

¹⁹ Giovanni Peri, Kevin Shih, Chad Sparber and Angie Marek Zeitlin (June 2014), *Closing Economic Windows: How H-1B Visa Denials Cost U.S.-Born Tech Workers Jobs and Wages During the Great Recession*, Partnership for a New American Economy.

²⁰ Madeline Zavodny, *The Earnings of IT Professionals Compared With Other Professionals*, NFAP Policy Brief, National Foundation for American Policy, June 2021.

²¹ Ibid.

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“The stable-to-increasing earnings premium among U.S.-born IT professionals and computer-related majors during a period that critics characterize as high levels of immigration is consistent with a large literature that concludes that highly educated immigrants have not harmed U.S.-born workers,” concludes Zavodny. “Despite oft-voiced concerns that U.S. IT workers and computer-related majors are disadvantaged by having to compete with foreign-born workers, either via offshoring or immigration, the evidence clearly indicates that IT professionals and computer-related majors have relatively high earnings. IT professionals earn more than other professionals across all education groups examined here, and they earn more, on average, than other professionals who have similar demographic characteristics, live in the same state, and work in the same industry. Workers who have a bachelor’s degree in a computer-related field earn more than their counterparts with a degree in another STEM field or in a non-STEM field. The same is true for recent bachelor’s or master’s degree recipients.

“The substantial earnings premium for IT professionals and computer-related majors is consistent with persistently strong demand for workers with these technical skills. Even during a period of temporary and permanent immigration into the U.S. of skilled foreign-born workers and offshoring of technical jobs outside of the U.S., U.S.-born IT professionals and computer and information systems majors continued to earn, on average, substantially more than other professional workers and other majors.”²²

JOBS FOR U.S.-BORN IN COMPUTER OCCUPATIONS INCREASED SIGNIFICANTLY

Data and economics show it is a mistake to assume a fixed number of jobs and that foreign-born scientists and engineers prevent U.S. engineers and computer specialists from gaining jobs. The number of U.S.-born college graduates employed in computer occupations increased by over 1.1 million, or 62%, between 2003 and 2021, according to a National Foundation for American Policy analysis of government data.²³

Table 10
Employment of U.S.-Born College Graduates in Computer Occupations: 2003 to 2021

OCCUPATION	2003	2021	Increase from 2003 to 2021
U.S.-Born Employment in Computer Occupations	1,875,900	3,038,334	+1,162,434 (+62%)

Source: National Foundation for American Policy analysis and tabulations of National Science Foundation 2003 and 2021 National Survey of College Graduates. Note: Computer occupations include jobs NSF classifies as computer science, computer and electrical engineering, computer programmer, or computer and information systems manager.

²² Ibid.

²³ National Foundation for American Policy analysis and tabulations of National Science Foundation 2003 and 2021 National Survey of College Graduates. Note: Computer occupations include jobs NSF classifies as computer science, computer and electrical engineering, computer programmer, or computer and information systems manager. This section is adapted from Stuart Anderson, *U.S. Immigration Policy and the Competition with China*, NFAP Policy Brief, National Foundation for American Policy, December 2023.

“The data show the foreign-born have been of increasing importance in these fields, but they are not displacing natives,” according to economist Mark Regets.

Table 11
Employment of U.S.-Born College Graduates in STEM Occupations: 2003 to 2021

OCCUPATION	2003	2021	Increase from 2003 to 2021
U.S.-Born Employment in STEM Occupations	7,989,092	13,467,659	+5,478,567 (+69%)

Source: National Foundation for American Policy analysis and tabulations of National Science Foundation 2003 and 2021 National Survey of College Graduates.

Employment in computer occupations in the United States, including the foreign-born, increased by 80% between 2003 and 2021, illustrating there is not a fixed number of jobs and employment in the technology sector surged while many foreign-born scientists and engineers immigrated.²⁴

The number of U.S.-born college graduates employed in all STEM-related occupations (including computer occupations) increased by over 5.5 million, or 69%, between 2003 and 2021. Employment in STEM-related occupations in the United States, including the foreign-born, increased by 76% between 2003 and 2021.²⁵

Sometimes, the argument is made that many students with STEM degrees do not work in STEM fields, implying that the United States does not need to allow foreign-born scientists and engineers to work in America. The problem is government definitions, not the labor market. The federal government uses a narrow definition of a STEM occupation that does not include managers, professors and others. The National Science Foundation has explained that *approximately 12 million people* who report “their jobs required at least [a bachelor’s degree] level of technical expertise in one or more Science & Engineering fields” are not included in the federal government’s definition of a STEM occupation.²⁶ It is misleading to argue that individuals with STEM degrees are not working in STEM occupations based on government definitional issues.

²⁴ Ibid.

²⁵ Ibid.

²⁶ Stuart Anderson, “Three Things To Know About Today’s Job Market,” *Forbes*, April 22, 2017.

CONCLUSION

H-1B visas are essential because they generally represent the only practical way for a high-skilled foreign national, including an international student, to work long term in the United States and have an opportunity to become an employment-based immigrant and a U.S. citizen. An [NFAP study](#) found 55% of America's startup companies valued at \$1 billion or more have at least one immigrant founder, illustrating the importance and contributions of immigrants to the U.S. economy.

[Research](#) released in 2023 finds immigrants are vital in the field of artificial intelligence. "Immigrants have founded or cofounded nearly two-thirds (65% or 28 of 43) of the top AI companies in the United States, and 70% of full-time graduate students in fields related to artificial intelligence are international students," according to an NFAP analysis. "Seventy-seven percent of the leading U.S.-based AI companies were founded or cofounded by immigrants or the children of immigrants. Forty-two percent (18 of 43) of the top U.S.-based AI companies had a founder who came to America as an international student."²⁷

An NFAP analysis found that 70% of full-time graduate students at U.S. universities in selected AI-related fields are international students. In computer and information sciences, the leading area of study for AI researchers, 71% of full-time graduate students at U.S. universities are international students.²⁸ Retaining international students in the United States after graduation is essential to U.S. leadership in artificial intelligence, according to a Congressionally-paneled AI commission.²⁹

Policies toward high-skilled foreign nationals in America remain restrictive compared to other countries that the United States competes with for talent. The incoming Trump administration may make U.S. immigration policies more restrictive by implementing measures that officials proposed or enacted during Donald Trump's first term.

²⁷ Stuart Anderson, *AI and Immigrants*, NFAP Policy Brief, National Foundation for American Policy, June 2023. NFAP conducted the research through interviews and gathering information on the 43 U.S. companies on the Forbes AI 50, a list of the top startup companies "developing the most promising business applications of artificial intelligence—companies with compelling visions and the resources and technical wherewithal to achieve them."

²⁸ National Science Foundation, National Center for Science and Engineering Statistics, Survey of Graduate Students and Postdoctorates in Science and Engineering, 2021. National Foundation for American Policy. U.S. students include lawful permanent residents. NFAP examined the degrees in fields outside of computer and information sciences found useful in artificial intelligence. At U.S. universities, international students account for 73% of full-time graduate students in electrical and computer engineering, 69% in applied mathematics, 65% in statistics, 58% in multidisciplinary data science and 39% in linguistics.

²⁹ <https://www.nscsi.gov/2021-final-report/>.

APPENDIX

**Appendix Table 1
NEW H-1B PETITIONS ISSUED AGAINST THE H-1B CAP BY FISCAL YEAR**

<u>Year</u>	<u>CAP*</u>	<u>#Issued</u>	<u>#Unused</u>
1992	65,000	48,600	16,400
1993	65,000	61,600	3,400
1994	65,000	60,300	4,700
1995	65,000	54,200	10,800
1996	65,000	55,100	9,900
1997	65,000	65,000	0
1998	65,000	65,000	0
1999	115,000	115,000	0
2000	115,000	115,000	0
2001	195,000	163,600	31,400
2002	195,000	79,100	115,900
2003	195,000	78,000	117,000
2004	65,000	65,000	0
2005	65,000	65,000	0
2006	65,000	65,000	0
2007	65,000	65,000	0
2008	65,000	65,000	0
2009	65,000	65,000	0
2010	65,000	65,000	0
2011	65,000	65,000	0
2012	65,000	65,000	0
2013	65,000	65,000	0
2014	65,000	65,000	0
2015	65,000	65,000	0
2016	65,000	65,000	0
2017	65,000	65,000	0
2018	65,000	65,000	0
2019	65,000	65,000	0
2020	65,000	65,000	0
2021	65,000	65,000	0
2022	65,000	65,000	0
2023	65,000	65,000	0
2024	65,000	65,000	0
2025	65,000	65,000	0

Source: Dept. of Homeland Security; National Foundation for American Policy. *Does not include exemptions from cap. Unused refers to whether the supply of H-1B petitions was exhausted in the fiscal year.

Appendix Table 2
Employers With More Than 100 H-1B Petitions For Initial Employment in FY 2024

EMPLOYER	Approvals
AMAZON	3,871
COGNIZANT TECHNOLOGY SOLUTIONS US	2,873
INFOSYS LIMITED	2,504
TATA CONSULTANCY SVCS LTD	1,452
IBM CORPORATION	1,348
MICROSOFT CORPORATION	1,264
HCL AMERICA INC	1,248
GOOGLE LLC	1,058
CAPGEMINI AMERICA INC	1,041
META PLATFORMS INC	920
DELOITTE	891
APPLE INC	864
INTEL CORPORATION	851
ACCENTURE LLP	833
LTIMINDTREE LIMITED	798
TESLA INC	742
ERNST AND YOUNG US LLP	714
GOLDMAN SACHS AND CO LLC	678
WAL-MART ASSOCIATES INC	654
WIPRO LIMITED	609
TECH MAHINDRA INC	493
MCKINSEY AND COMPANY	477
JPMORGAN CHASE CO	468
BYTEDANCE INC	424
CITIBANK N A	399
ORACLE AMERICA INC	379
NVIDIA CORPORATION	376
QUALCOMM TECHNOLOGIES INC	371
PERSISTENT SYSTEMS INC	310
BLOOMBERG LP	286
THE LELAND STANFORD JR UNIVERSITY	274
TIKTOK INC	271
UNIVERSITY OF MICHIGAN	240

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SALESFORCE INC	240
THE BOSTON CONSULTING GROUP INC	239
FIDELITY INVESTMENTS	235
MAYO CLINIC	231
CISCO SYSTEMS INC	213
APPLIED MATERIALS INC	197
CAPITAL ONE SERVICES LLC	196
MPHASIS CORPORATION	195
UNIVERSITY OF ILLINOIS AT URBANA-C	192
PWC ADVISORY SERVICES LLC	191
WASHINGTON UNIVERSITY IN ST LOUIS	187
ADOBE INC	186
HEXAWARE TECHNOLOGIES INC	185
KPMG LLP	183
BARCLAYS SERVICES CORP	179
UNIVERSITY OF PENNSYLVANIA	173
THE UNIVERSITY OF CHICAGO	170
UBER TECHNOLOGIES INC	169
COLUMBIA UNIVERSITY	168
LINKEDIN CORPORATION	166
UST GLOBAL INC	165
ADVANCED MICRO DEVICES INC	159
YALE UNIVERSITY	159
UNIV OF CALIFORNIA SAN FRANCISCO	159
UNIV OF WI SYSTEM MADISON	158
UPSTATE CEREBRAL PALSY INC DBA UPSTATE CARING PARTNERS	156
UNIVERSITY OF MARYLAND	156
SERVICENOW INC	155
LUCID USA INC	153
INTUIT INC	152
RIVIAN AUTOMOTIVE LLC	151
CUMMINS INC	150
MORGAN STANLEY SERVICES GROUP INC	147
UNIVERSITY OF FLORIDA	145
JOHNS HOPKINS UNIVERSITY	144
MANAGEMENT HEALTH SYSTEMS LLC DBA	144
THE TRUSTEES OF PRINCETON UNIVERSI	144
STATE UNIVERSITY OF NEW YORK AT BU	144

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HARVARD UNIVERSITY	142
MICRON TECHNOLOGY INC	141
NAGARRO INC	138
UNIVERSITY OF PITTSBURGH	138
GENERAL HOSP CORP D B A MASS GENER	138
THE OHIO STATE UNIVERSITY	137
THE CURATORS OF THE UN OF MISSOURI	136
EMORY UNIVERSITY	135
VIRTUSA CORPORATION	134
CLEVELAND CLINIC	131
NATIONAL INSTITUTES OF HEALTH HHS	125
DELL USA L P	125
SYNECHRON INC	123
NORTHWESTERN UNIVERSITY	123
ST JUDE CHILDRENS RESEARCH HOSPITA	123
UNIVERSITY OF CALIFORNIA LOS ANGEL	123
UNIVERSITY OF COLORADO DENVER	121
NYU GROSSMAN SCHOOL OF MEDICINE	120
NOKIA OF AMERICA CORPORATION	119
CADENCE DESIGN SYSTEMS INC	118
HEWLETT PACKARD ENTERPRISE COMPANY	118
THE UNIVERSITY OF VIRGINIA	116
OPEN AVENUES FOUNDATION	115
COMPUNNEL SOFTWARE GROUP INC	113
UNIVERSITY OF CALIFORNIA SAN DIEGO	113
UNIVERSITY OF WASHINGTON	112
CHILDRENS HOSPITAL CORPORATION	112
BLACKROCK CORPORATION US INC	111
ICAHN SCHOOL OF MEDICINE AT MOUNT	111
ELI LILLY AND COMPANY	110
EFICENS SYSTEMS INC	110
EXPEDIA INC	110
UT SOUTHWESTERN MEDICAL CENTER	110
THE MATHWORKS INC	109
MASSACHUSETTS INSTITUTE OF TECHNOL	109
EBAY INC	108
PAYPAL INC	108
UNIVERSITY OF MINNESOTA	108
EXLSERVICE COM LLC	107

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UNIVERSITY OF SOUTHERN CALIFORNIA	107
DUKE UNIVERSITY-UNIV-MED CTR-AFFIL	106
UT-BATTELLE LLC ORNL	106
UNIVERSITY OF UTAH	105
COFORGE LIMITED	105
BOFA SECURITIES INC	105
THE UNIVERSITY OF TEXAS AT AUSTIN	103
INDIANA UNIVERSITY	102
CORNELL UNIVERSITY	101

Source: U.S. Citizenship and Immigration Services.

**Appendix Table 3
Tesla Labor Condition Applications Requested for H-1B Petitions in FY 2024**

Occupational Title	Certifications Requested
Manufacturing Engineers	658
Software Developers	629
Mechanical Engineers	348
Industrial Engineers	320
Electrical Engineers	138
Project Management Specialists	89
Industrial Production Managers	86
Architectural and Engineering Managers	69
Data Scientists	49
Electronics Engineers, Except Computer	49
Validation Engineers	48
Software Quality Assurance Analysts and Testers	47
Automotive Engineers	46
Operations Research Analysts	45
Construction Managers	43
Computer Hardware Engineers	40
Purchasing Agents, Except Wholesale, Retail, Farm Products	38
Supply Chain Managers	37
Logistics Analysts	35
Information Technology Project Managers	29
Logisticians	28
Civil Engineers	26
Business Intelligence Analysts	25
Materials Engineers	25
Sales Engineers	24
Mechatronics Engineers	23
Computer Systems Analysts	17
Computer and Information Research Scientists	14
Computer and Information Systems Manager	14
Logistics Engineers	13
Database Architects	12
Robotics Engineers	12
Information Security Engineers	10
Commercial and Industrial Designers	9
Fuel Cell Engineers	8

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Transportation, Storage, and Distribution	7
Web and Digital Interface Designers	7
Computer Systems Engineers/Architects	6
Purchasing Managers	6
Statisticians	6
Architects, Except Landscape and Naval	5
Data Warehousing Specialists	5
Financial Managers	5
Network and Computer Systems Administrators	5
Buyers and Purchasing Agents, Farm Products	4
Financial Quantitative Analysts	4
Management Analysts	4
Occupational Health and Safety Specialists	4
Art Directors	3
Computer Network Architects	3
Financial and Investment Analysts	3
Marketing Managers	3
Accountants and Auditors	2
Computer Occupations, All Other	2
Computer Programmers	2
Cost Estimators	2
Health and Safety Engineers, Except Mining	2
Human Factors Engineers and Ergonomists	2
Information Security Analysts	2
Lawyers	2
Market Research Analysts	2
Regulatory Affairs Specialists	2
Sales Managers	2
Web Developers	2
Chemical Engineers	1
Environmental Scientists	1
Landscape Architects	1
Tool and Die Makers	1
Training and Development Managers	1
Training and Development Specialists	1
Transportation Engineers	1
Wholesale and Retail Buyers, Except Farm Products	1

Source: U.S. Citizenship and Immigration Services, National Foundation for American Policy.
Some certifications requested for E-3 specialty occupation workers from Australia.

ABOUT THE NATIONAL FOUNDATION FOR AMERICAN POLICY

Established in 2003, the National Foundation for American Policy (NFAP) is a 501(c)(3) nonprofit, nonpartisan public policy research organization based in Arlington, Virginia, focusing on trade, immigration and related issues. Advisory Board members include Columbia University economist Jagdish Bhagwati, Cornell Law School professor Stephen W. Yale-Loehr, Ohio University economist Richard Vedder and former INS Commissioner James Ziglar. Over the past 24 months, NFAP's research has been written about in the *Wall Street Journal*, the *New York Times*, the *Washington Post*, and other major media outlets. The organization's reports can be found at www.nfap.com.
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