NATIONAL FOUNDATION FOR AMERICAN POLICY

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H-1B PETITIONS AND DENIAL RATES IN FY 2025

EXECUTIVE SUMMARY

Amazon had the most H-1B petitions for initial employment approved in FY 2025, with 4,644, followed by Meta Platforms (1,555), Microsoft (1,394) and Google (1,050), according to a National Foundation for American Policy (NFAP) analysis of USCIS data. This is the first time these four large U.S. technology companies have held the top four spots for approvals of new H-1B petitions. The companies are hiring talent to complement the $380 billion spent on AI and related capital expenditures in 2025. The latest data indicate a shift has occurred: Only three Indian-based companies in FY 2025 were among the top 25 employers with approved H-1B petitions for initial employment. In FY 2025, the top seven Indian-based companies had only 4,573 H-1B petitions approved for initial employment, a 70% drop from FY 2015 and 37% fewer than in FY 2024. H-1B petitions for initial employment are primarily for new employment, which, for companies, are cases counted against the H-1B annual limit of 65,000, with an exemption of 20,000 for individuals with master's degrees or higher from a U.S. university. The NFAP analysis is based on data from the USCIS H-1B Employer Data Hub.

H-1B visas are important because they typically represent the only practical way for a high-skilled foreign national, including an international student, to work long term in the United States, build a career and have the opportunity to become a permanent resident and U.S. citizen. The pool from which employers select highly skilled professionals with recent advanced degrees in key technical fields is composed largely of foreign nationals. 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. Almost two-thirds of H-1B visa holders in recent years earned a master's degree or higher, according to USCIS. Without H-1B status, a foreign national would likely need to leave the United States and work in China, India, Canada or elsewhere. Approximately 700,000 people live and work in the U.S. in H-1B status, according to an NFAP analysis.

Analysts note the primary drawback of the H-1B visa category is not the distribution among companies, as some argue, but the low annual limit of 85,000, which equals 0.05% of the U.S. labor force and has been exhausted every year for more than two decades (since FY 2004). As a result, H-1B registrations are selected by lottery. In FY 2025, approximately 442,000 unique beneficiaries were entered in the H-1B registration process, indicating that USCIS rejected more than 300,000 H-1B beneficiaries due to the 85,000 annual limit.

Restrictive policies toward high-skilled immigration in Donald Trump's first term have influenced second-term policies and could lead to higher denial rates and other problems for employers. The Trump administration has imposed a $100,000 fee on the entry of new H-1B visa holders from outside the United States. In Trump's first term, his administration also used 212(f) authority to block the entry of H-1B visa holders during the Covid-19 pandemic. An NFAP economic analysis found the action did not create more employment opportunities for U.S. workers. U.S. Citizenship and Immigration Services released guidance confirming that the $100,000 fee would be levied on new

H-1B visa holders coming into the country and would not apply when people change from one visa category to another without leaving the United States, such as moving from F-1 student status to H-1B status.

The administration has also placed on its regulatory agenda rules similar to those judges blocked in Trump's first term. These include upcoming rules to change (and likely significantly raise) prevailing wage requirements for H-1B visa holders and employment-based immigrants, and restrict who qualifies for an H-1B visa. A proposed rule published in September 2025, like a rule in the first term, would disadvantage international students in the H-1B lottery selection.

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

- A significant number of employers use H-1B visas. While well-known companies garner the most attention, 28,277 different employers in the United States were approved to hire at least one new H-1B visa holder in FY 2025, primarily because an H-1B petition or visa is usually the only way to hire a high-skilled foreign national in America. Sixty-one percent of employers were approved for a single H-1B petition, and 95% were approved for ten or fewer new H-1B petitions in FY 2025. Over half of new H-1B petitions went to employers with 15 or fewer approvals for H-1B petitions for initial employment, and 72% went to employers with 100 or fewer approvals.

- A total of 68,167 H-1B petitions were approved for individuals to change to a new employer. That large a number calls into question allegations that H-1B visa holders are "indentured servants." Counting individuals approved for H-1B petitions for initial employment, more than one-third, or 37%, of H-1B professionals who started working for a new company or organization in FY 2025 transferred from another employer.

- The denial rate for H-1B petitions for initial employment rose to 2.8% in FY 2025 from 2.5% in FY 2024. That was lower than the 3.5% rate in FY 2023 but above the 2.2% rate in FY 2022. There were 114,806 approvals for initial employment in FY 2025, which include new and concurrent employment (when an H-1B visa holder works for a second employer concurrently). The denial rate for H-1B petitions for initial employment reached 24% in FY 2018 during Donald Trump's first term, due to restrictive policies that were later struck down in court, leading to a settlement.

- The denial rate for H-1B petitions for "continuing" employment (primarily for existing employees) was 1.9% in FY 2025, almost identical to the denial rate of 1.8% in FY 2024, and lower than the 2.4% rate in FY 2023. These rates are far below the 12% denial rate in FY 2018 and FY 2019 during the first Trump administration.

H-1B Petitions and Denial Rates in FY 2025

There were 291,542 approvals for H-1B petitions for continuing employment in FY 2025. H-1B petitions for continuing employment include an extension of stay with the same employer, an amended petition (such as for a change in location or job responsibilities) with the same employer and a change of employer.

- The average annual salary for an H-1B visa holder in computer-related occupations in FY 2024 was $136,000, and the median salary was $125,000, according to USCIS statistics, which is at odds with the charge by some that H-1B professionals represent "cheap labor."

- 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 over a number of years, and as high as $50,000, once including the additional cost of sponsoring an employee for permanent residence, according to an NFAP analysis.

- 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. During Donald Trump's first term, restrictive policy changes 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.

- The unemployment rate for computer and mathematical occupations dropped from 3.4% to 3.0% between August 2024 and August 2025, according to the Bureau of Labor Statistics. The unemployment rate for architecture and engineering occupations fell from 1.7% to 1.4% between August 2024 and August 2025.

- In FY 2025, Amazon had the most approved H-1B petitions for continuing employment, with 14,532, followed by TCS (5,293), Microsoft (4,863), Meta Platforms (4,740), Apple (4,610) and Google (4,509). These numbers do not represent individual employees since an H-1B visa holder may be approved multiple times for continuing employment during the same year if they change locations. Adding up initial and continuing employment for employers similarly creates a distorted picture.

- Employers in California (21,559), Texas (12,613), New York (11,436), New Jersey (7,729) and Virginia (7,579) had the most approvals for H-1B petitions for initial employment in FY 2025. New York, with 7,811, was the city with the most approved H-1B petitions for initial employment in FY 2025, followed by Arlington, VA (4,836), Chicago (2,923), San Jose (2,383), Santa Clara (2,286) and San Francisco (2,222). The top industry type for approved new H-1B petitions in FY 2025 was professional, scientific and technical services, followed by educational services, manufacturing, information, healthcare and social assistance and finance and insurance.

- 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 workers employed in computer science and mathematical occupations increased by over 2.7 million, or 141%, between 2003 and 2024, according to a National Foundation for American Policy analysis of Bureau of Labor Statistics data.

- Employment in computer and mathematical occupations in the United States, including the foreign-born, increased by 166% between 2003 and 2024, illustrating that there is not a fixed number of jobs and employment in the technology sector surged while many foreign-born scientists and engineers immigrated. The number of U.S.-born workers employed in all STEM-related occupations (including computer and mathematical occupations) increased by over 3 million, or 50%, between 2003 and 2024.

- In a May 2020 National Foundation for American Policy study, economist Madeline Zavodny concluded, "H-1B visa holders do not adversely affect U.S. workers. On the contrary, the 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."

- Restrictions on H-1B visas likely 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.

Policies toward high-skilled foreign nationals in America remain more restrictive than those of other countries that the United States competes with for talent. The Trump administration is making U.S. immigration policies more restrictive by implementing measures that officials proposed or enacted during Donald Trump's first term. The policies could lead to fewer international students attending U.S. universities and more companies sending work and resources outside the United States.

Table 1
Approved H-1B Petitions and Denial Rates for Initial Employment: FY 2025, FY 2024 and FY 2023

Employer	FY 2025 Approved Petitions Initial Employment	FY 2024 Approved Petitions Initial Employment	FY 2023 Approved Petitions Initial Employment	FY 2025 Denial Rate Initial Employment	FY 2024 Denial Rate Initial Employment	FY 2023 Denial Rate Initial Employment
Amazon	4,644	3,871	4,052	1%	1%	1%
Meta Platforms	1,555	920	735	1%	0.4%	0.4%
Microsoft	1,394	1,264	987	0.4%	0.4%	0.2%
Google	1,050	1,058	1,267	1%	1%	1%
TCS	846	1,452	1,174	2%	1%	4%
Apple	823	864	707	0.4%	1%	1%
Goldman Sachs	746	678	349	1%	0.4%	0%
Cognizant	743	2,873	2,597	4%	1%	1%
Ernst & Young	718	714	580	1%	1%	1%
Intel	635	851	519	3%	1%	1%
Nvidia	563	376	291	1%	1%	0%
JPMorgan Chase	553	468	453	0.4%	1%	0.4%
IBM	501	1,348	979	1%	0.4%	1%
Oracle	482	379	342	1%	0%	0.3%
Walmart	478	654	435	1%	0.5%	1%
ByteDance	449	424	153	1%	1%	1%
Deloitte	432	891	591	1%	0.4%	1%
TikTok	412	271	115	4%	2%	2%
Capgemini	401	1,041	1,110	4%	1%	1%
LTIMindtree	401	798	914	5%	1%	0.4%
HCL America	379	1,248	715	6%	1%	4%
Citibank	371	399	202	0.3%	1%	0.5%
Tesla	319	742	328	2%	1%	0%
Avant Healthcare	308	30	15	1%	0.3%	0%
McKinsey & Co.	303	477	290	2%	1%	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 were identified when possible. Initial employment includes new and concurrent employment. USCIS records cases in the fiscal year approved, not by the cap year or when they were filed.

Top Employers of New H-1B Visa Holders

Amazon had the most H-1B petitions for initial employment approved in FY 2025, with 4,644, an increase from 3,871 in FY 2024 but lower than its total of 6,396 in FY 2022. Meta Platforms had the second-most H-1B petitions approved for initial employment in FY 2025, with 1,555, followed by Microsoft with 1,394 and Google with 1,050. This is the first time these four large U.S. companies have held the top four spots for approvals of new H-1B petitions. A shift has occurred: Only three Indian-based companies in FY 2025 appeared among the top 25 employers with approved H-1B petitions for initial employment. In FY 2025, the top seven Indian-based companies had only 4,573 H-1B petitions approved for initial employment, a drop of 70% from FY 2015 and 37% fewer than in FY 2024. From a labor market perspective, the 4,573 petitions equal 0.003% of the U.S. civilian labor force. Analysts say increased local hiring in the U.S., the ability to perform work outside the United States and technology changes have accompanied the H-1B reduction. The CEO of TCS, which had the fifth-most new H-1B petitions approved for initial employment in FY 2025, said the company would not hire new H-1B employees in the coming year.[1] USCIS records cases in the fiscal year approved, not by the cap year or when they were filed.

The demand for talent in the United States across company types remains strong, and foreign-born talent accounts for a significant share of the potential labor supply. 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 the conclusion that the pool from which employers select high-skilled professionals with recent advanced degrees is composed largely of foreign nationals.

For years, critics have complained about “outsourcing” companies receiving H-1B visas, arguing against H-1B visas being used by companies that provide information technology services. Given the FY 2025 H-1B numbers, H-1B critics will likely need a new argument.

The primary flaw in the H-1B category for employers is not the distribution among companies but the low annual limit of 85,000, which equals 0.05% of the U.S. labor force and has been exhausted every year for more than two decades. Companies must enter a lottery because of an artificially scarce resource limited by Congress. In FY 2025, there were approximately 442,000 unique beneficiaries entered in the H-1B registration process, according to USCIS, which means if USCIS excluded entries from all major companies that provide information technology services, the agency still would have rejected more than 300,000 H-1B beneficiaries due to the 85,000 annual limit.[2]

[1] Shweta Kukreti, “Can TCS survive without H-1B? CEO K Krithivasan's big statement amid visa crackdown,” *Hindustan Times*, October 13, 2025.
[2] USCIS.

Analysts point out that H-1B visas used by IT services companies can benefit U.S. companies and consumers by improving productivity and helping companies compete, i.e., American businesses pay significant sums for these services for a reason. The services provided, particularly by more established companies, are specialized and often involve substantial project-oriented contracts for several hundred million dollars or even $1 billion to provide technical skills, services or knowledge that U.S. companies do not possess in-house or that do not make sense to staff in-house. Examples include incorporating AI throughout a health care provider's network, providing technical support for a clothing company's hardware and software across multiple platforms and initiating digital solutions to improve the operations of a pharmaceutical company.[3]

While well-known companies garner the most attention, 28,277 different employers in the United States were approved to hire at least one new H-1B visa holder in FY 2025, primarily because an H-1B petition or visa is usually the only way to hire a high-skilled foreign national long term in America. Sixty-one percent of employers were approved for a single H-1B petition, and 95% were approved for ten or fewer new H-1B petitions in FY 2025.

A total of 68,167 H-1B petitions were approved for individuals to change to a new employer (via "continuing employment"). That large a number calls into question allegations that H-1B visa holders are "indentured servants." Counting individuals approved for H-1B petitions for initial employment, more than one-third, or 37%, of H-1B professionals working for a new company or organization, transferred from other employers.

H-1B Denial Rates in FY 2025

The denial rate for H-1B petitions for initial employment rose to 2.8% in FY 2025 from 2.5% in FY 2024, lower than the 3.5% rate in FY 2023 but above the 2.2% rate in FY 2022. There were 114,806 approvals for initial employment in FY 2025, which include new employment and concurrent employment (when an H-1B visa holder works for a second employer concurrently). The denial rate for H-1B petitions for initial employment reached 24% in FY 2018 during Donald Trump's first term.

The denial rate for H-1B petitions for "continuing" employment (primarily for existing employees) was 1.9% in FY 2025, almost identical to the 1.8% rate in FY 2024, and lower than the 2.4% rate in FY 2023. These rates are far below the 12% denial rate in FY 2018 and FY 2019 during the first Trump administration. There were 291,542 approvals for H-1B petitions for continuing employment in FY 2025. H-1B petitions for continuing employment include an extension of stay with the same employer, an amended petition (such as for a change in location or job responsibilities) with the same employer and a change of employer.

[3] This section is adapted from Stuart Anderson, "The Next Trump Immigration Rule Aiming To Restrict H-1B Visas," *Forbes*, October 7, 2025.

Table 2
Denial Rate for H-1B Petitions for Initial (New) Employment

FISCAL YEAR	DENIAL RATE
FY 2025	2.8%
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. Initial employment includes new and concurrent employment.

HIGH SALARIES, HIGH EDUCATION LEVELS AND HIGH FEES

Some policymakers who favor restrictive immigration policies have argued that 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 FY 2024 was $136,000, and the median salary was $125,000, according to USCIS statistics.[4]

In FY 2024, 63% of approved H-1B beneficiaries earned a master's degree or higher, according to USCIS.[5] These educational levels indicate that H-1B visa holders are highly skilled professionals whose skills are sought in the United States and other countries.

"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 economist Mark Regets of NFAP.[6]

[4] *Characteristics of H-1B Specialty Occupation Workers, Fiscal Year 2024 Annual Report to Congress*, Department of Homeland Security and U.S. Citizenship and Immigration Services, April 29, 2025. Table 9a.
[5] *Characteristics of H-1B Specialty Occupation Workers, Fiscal Year 2024 Annual Report to Congress.* Calculated from Table 6 among beneficiaries for whom the education level was known.
[6] Stuart Anderson, "Immigration Agency Report Shows High H-1B Visa Salaries," *Forbes*, June 5, 2023.

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 over a number of years, and as high as $50,000, once including the additional cost of sponsoring an employee for permanent residence, according to an NFAP analysis. (See table in Appendix.)

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 compared to the demand in a technology-driven economy. As a result, employers have exceeded the U.S. limit on H-1B petitions every fiscal year for more than 20 years (since FY 2004).

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.[7] In a final rule published on February 2, 2024, USCIS changed the H-1B registration selection process to "beneficiary-centered." That discouraged 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.

H-1B Policies In Trump's First and Second Terms

Actions taken in Donald Trump's first term on H-1B visas have influenced second-term policies:

- Imposing a $100,000 fee on the entry of new H-1B visa holders from outside the United States mirrored an action in Donald Trump's first term. His administration used the same authority under 212(f) to block the entry of H-1B and other visa holders during the Covid-19 pandemic. The $100,000 fee is considered prohibitive and has attracted lawsuits.

- A proposed rule placed on the regulatory agenda in 2025 is expected to make it more challenging to qualify for H-1B specialty occupations and enact other restrictions. A rule published in 2020, blocked in court on procedural grounds, would have encumbered hiring H-1B professionals and largely prevented companies from placing H-1B employees at customer locations.

[7] Stuart Anderson, "Immigration Service Finalizes Changes to H-1B Visa Lottery," *Forbes*, January 31, 2024.

- Another proposed rule placed on the regulatory agenda may repeat the substance of a Department of Labor rule blocked in 2020 that significantly increased the required minimum salary for H-1B visa holders and employment-based immigrants.

- A proposed rule published in September 2025 will change H-1B lottery selection to favor managers and individuals with greater seniority over recent international students and other early-career professionals. A similar rule was proposed but was not enacted before Donald Trump left office in 2021.

- A proposed rule restricting the admission period for international students includes a measure encouraging USCIS adjudicators to question and investigate facts that were not in dispute on previously approved applications. During Donald Trump's first term, that policy increased costs for employers, requiring them to respond to new requests for information, and resulted in more denials of H-1B filings for existing employees seeking an extension, causing a significant number to leave the country.[8] Denials for continuing employment increased during the Trump administration after officials changed the approval standards via memos (later found unlawful). The Biden administration changed the policy via guidance and rulemaking.

Table 3
Denial Rate: H-1B Petitions for Continuing Employment

FISCAL YEAR	DENIAL RATE
FY 2025	1.9%
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 2025 through FY 2022. Data extracted and analyzed from USCIS H-1B Employer Data Hub. Continuing employment includes an extension of stay with the same employer, an amended petition with the same employer and a change of employer.

[8] https://www.uscis.gov/news/news-releases/uscis-updates-policy-ensure-petitioners-meet-burden-proof-nonimmigrant-worker-extension-petitions. See also Stuart Anderson, "Trump Deals A New Immigration Blow To International Students," *Forbes*, August 28, 2025. The new USCIS director issued a memo in 2017 that directed adjudicators to no longer give deference "to the findings of a previously approved petition."

Absent significant changes in government policies, high denial rates are unusual, as employers would be unlikely to file H-1B petitions for individuals who do not qualify, given the time and expense. During Donald Trump's first term, restrictive policy changes 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 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."[9]

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.[10]

H-1B PETITIONS FOR CONTINUING EMPLOYMENT BY EMPLOYER

In FY 2025, Amazon had the most approved H-1B petitions for continuing employment, with 14,532, followed by TCS (5,293), Microsoft (4,863), Meta Platforms (4,740), Apple (4,610) and Google (4,509). (See Table 4.) These numbers do not represent individual employees and may 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.

[9] *H-1B Approved Petitions and Denial Rates for FY 2019*, NFAP Policy Brief, National Foundation for American Policy, February 2020.
[10] 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 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 rate in the fourth quarter of FY 2019. The fourth quarter of FY 2020 began on July 1, 2020, shortly after the legal settlement.

Table 4
Approved H-1B Petitions and Denial Rates for Continuing Employment: FY 2025, FY 2024 and FY 2023

Employer	FY 2025 Approved Petitions Continuing Employment	FY 2024 Approved Petitions Continuing Employment	FY 2023 Approved Petitions Continuing Employment	FY 2025 Denial Rate Continuing Employment	FY 2024 Denial Rate Continuing Employment	FY 2023 Denial Rate Continuing Employment
Amazon	14,532	10,893	11,246	1%	2%	3%
TCS	5,293	6,122	5,749	7%	4%	5%
Microsoft	4,863	3,461	3,806	2%	1%	2%
Meta Platforms	4,740	3,924	2,640	1%	1%	1%
Apple	4,610	3,009	3,115	1%	1%	1%
Google	4,509	4,311	4,211	1%	1%	1%
Deloitte	3,673	2,700	3,268	1%	1%	2%
Cognizant	3,622	5,076	5,103	1%	1%	3%
Walmart	2,755	2,724	2,094	0.3%	1%	1%
Infosys	2,634	5,688	5,231	1%	1%	1%
JPMorgan Chase	2,515	1,522	2,616	1%	1%	1%
Oracle	2,266	1,762	1,863	0.4%	0.4%	0.2%
Ernst & Young	2,066	1,641	1,948	1%	2%	2%
HCL America	1,877	1,734	2,097	1%	2%	2%
Fidelity Investments	1,839	1,536	1,336	0.4%	1%	2%
Cisco	1,807	1,118	1,304	1%	1%	3%
LTIMindtree	1,806	1,338	1,870	1%	0.3%	1%
Capgemini	1,785	1,754	1,722	2%	1%	1%
Accenture	1,642	1,326	1,599	1%	0.4%	1%
Wipro	1,573	1,049	1,469	2%	2%	2%
IBM	1,547	1,559	1,507	2%	1%	1%
Intel	1,431	1,707	1,679	4%	1%	4%
Salesforce	1,405	1,285	894	2%	0.3%	1%
Nvidia	1,204	1,143	706	1%	0.3%	1%
Compunnel	1,122	889	1,204	1%	0.3%	3%

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 were identified when possible. Continuing employment includes an extension of stay with the same employer, an amended petition with the same employer and a change of employer.

H-1B Petitions by State, City and Industry in FY 2025

Employers in California (21,559), Texas (12,613), New York (11,436), New Jersey (7,729) and Virginia (7,579) had the most approvals for H-1B petitions for initial employment in FY 2025. New York, with 7,811 was the city with the most approved H-1B petitions for initial employment in FY 2025, followed by Arlington, VA (4,836), Chicago (2,923), San Jose (2,383), Santa Clara (2,286), San Francisco (2,222), Houston (1,827), Menlo Park (1,769), Mountain View (1,590), Austin (1,546) and Redmond (1,517). The top industry type for approved new H-1B petitions in FY 2025 was professional, scientific and technical services, followed by educational services, manufacturing, information, healthcare and social assistance and finance and insurance. (See Appendix for tables.)

The Administration's Claims on Unemployment

The September 2025 presidential proclamation cited a rising unemployment rate in technology fields to justify imposing a $100,000 fee on H-1B visa holders. However, government data show the unemployment rate has *declined* in these fields. The unemployment rate for computer and mathematical occupations dropped from 3.4% to 3.0% between August 2024 and August 2025, according to the Bureau of Labor Statistics. The unemployment rate for architecture and engineering occupations fell from 1.7% to 1.4% between August 2024 and August 2025. Those numbers represent a decline in the unemployment rate in percentage terms of 11.8% for individuals in computer and mathematical occupations and a drop of 17.6% for professionals in architecture and engineering.[11]

Table 5
A Decline in the Unemployment Rate in Technology Fields

Occupation	August 2024 Unemployment Rate	August 2025 Unemployment Rate	Percentage Decline From August 2024 to August 2025
Computer and Math Occupations	3.4%	3.0%	-11.8%
Architecture and Engineering Occupations	1.7%	1.4%	-17.6%

Source: Bureau of Labor Statistics, National Foundation for American Policy.

The administration cited independent events and what many analysts consider misleading conclusions in the proclamation. The proclamation notes that some companies that file H-1B petitions also laid off workers. There is no evidence in the proclamation that the companies laid off large numbers of people doing the same jobs as the H-1B visa holders, or that, if the companies had been prohibited from hiring H-1B visa holders, it would have resulted

[11] Labor Force Statistics from the Current Population Survey, U.S. Bureau of Labor Statistics, Last Modified Date: September 5, 2025.

in fewer or no layoffs. Research by economist Britta Glennon, cited elsewhere in this analysis, concluded that when companies face restrictions on hiring H-1B visa holders, they respond by sending more jobs, resources and research and development outside of the United States.[12]

EXAMINING THE ADMINISTRATION'S RESEARCH CLAIMS ON H-1B VISAS

In the September 2025 H-1B proclamation, the Trump administration cited a few studies that make a weak case for the H-1B restrictions. First, the proclamation states that a study says "wages for American computer scientists would have been 2.6 percent to 5.1 percent higher and employment in computer science for American workers would have been 6.1 percent to 10.8 percent higher in 2001 absent the importation of foreign workers into the computer science field."[13] The proclamation fails to note that the paper claims only that wages and jobs among U.S. natives might have gone up a little more in their counterfactual example, not that either fell during the 1990s. It also does not acknowledge that consumers and businesses benefited in the study's example.

The study's authors note that there was a significant improvement among computer workers during this period. Employment of computer scientists and software developers *rose by 161%* from 1990 to 2000, and median real wages rose by 18%.[14] The proclamation also fails to acknowledge the unrealistic counterfactual the authors of the study used. The study assumed that from 1994 to 2001, the United States was "the only producer of IT" in the world, which eliminates the most common way U.S. employers respond to immigration restrictions on highly skilled workers: offshoring and hiring outside of America.[15]

George Mason University economics professor Michael Clemens, in an analysis for PIEE, criticized the Trump administration's handling of the study. "The U.S. president cannot bar entry to a broad class of immigrants on a whim," writes Clemens. "He only has the legal authority to take any action like this when there is clear evidence that those immigrants are 'detrimental to the United States.' The president rests his case for that authority on a study *that reaches the opposite conclusion*: that H-1B workers as a class cause massive and widespread net benefits to Americans as a whole, to U.S. firms specifically, and to anyone who owns shares in U.S. firms. But he ignores this finding, which is extremely prominent in the paper he references. That is not plausibly an oversight."[16]

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[12] Britta Glennon, *How Do Restrictions on High-Skilled Immigration Affect Offshoring? Evidence from the H-1B Program*, Carnegie Mellon University, May 2019. The paper has also appeared in updated versions.
[13] Stuart Anderson, "President Trump's Executive Order Targeting Foreign Techies Will Hurt American Companies and Workers," *Reason*, April 20, 2017.
[14] Ibid.
[15] Ibid. The *Reason* article reviewing the study concluded, "That assumption strains credulity, since faced with current and past immigration restrictions, nearly all major and even mid-sized U.S. companies have set up or expanded offices and placed high-skilled people abroad. Policymakers who support restrictions on high-skilled immigration by assuming U.S. companies will not respond by placing even more work abroad are mistaken."
[16] Michael Clemens, "New US curb on high-skill immigrant workers ignores evidence of its likely harms," PIEE, September 22, 2025.

Clemens also criticized the inclusion of another study to justify the proclamation. "The proclamation checks the findings of that computer simulation by quoting another study that seems to offer a smoking gun: "one study of tech workers showed a 36 percent discount for H-1B 'entry-level' positions as compared to full-time, traditional workers," he writes. "Again, the proclamation does not tell the public what study that is. I know what study that is, and again, the proclamation grossly misrepresents its findings. It comes from this study by a think tank, where you can find the 36 percent number in table 2.

"The U.S. government regulates the wages that employers can pay H-1B workers and sets minimum wages at four levels according to the experience and qualifications of the worker. The study is referring to Level 1 H-1B minimum wages, which are intended in general for young workers just getting their foot in the door. The minimum wage for H-1B workers is set much higher for more experienced workers. What does the 36 percent number compare those wages to? The study tells you, right in the same table: It's comparing the *entry level wage* for H-1B workers to the *average wage for everyone in that occupation*, at all levels of experience, seniority, degrees, and technical knowledge. That reasoning would not pass muster in even an introductory economics course."[17]

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

The number of U.S.-born workers employed in computer science and mathematical occupations increased by over 2.7 million, or 141%, between 2003 and 2024, according to a National Foundation for American Policy analysis of Bureau of Labor Statistics data.[18] This compares to an 8% increase in the number of U.S.-born workers in the whole economy.

Table 6
Employment of U.S.-Born College Graduates in Computer and Mathematical Occupations: 2003 to 2024

OCCUPATION	2003	2024	Increase from 2003 to 2024
U.S.-Born Employment in Computer and Mathematical Occupations	1,943,000	4,690,000	+2,747,000 (+141%)

Source: National Foundation for American Policy analysis and tabulations of BLS Current Population Survey files.

[17] Ibid. Clemens goes on to note, "Of *course* entry-level computer programmers command a lower wage than others with decades of experience, more personal connections in the industry, more intra-firm seniority, years to search for better firm-employee matches, much higher leverage to ask for wage raises due to outside options that fresh immigrants don't have—and so on. That 36 percent entry-level wage gap, which the White House cites as clear evidence that H-1B workers undermine wages, suggests nothing of the kind. It is similar to the wage gap we should expect between *all* entry-level wages and *all* average wages—for all kinds of workers, in every firm, in every country, in all of modern history. More experienced workers have more tacit knowledge, have better outside options, and have proven their worth to the firm."

[18] National Foundation for American Policy analysis and tabulations of the Bureau of Labor Statistics monthly microdata files pooled over calendar years.

"While the foreign-born have been of increasing importance in all STEM fields, they are not displacing natives. Employment of U.S.-born workers in computer and STEM fields has grown much faster than the labor force as a whole," according to Mark Regets, a labor economist and senior fellow at the National Foundation for American Policy.

Table 7
Employment of U.S.-Born College Graduates in STEM Occupations: 2003 to 2024

OCCUPATION	2003	2024	Increase from 2003 to 2024
U.S.-Born Employment in STEM Occupations	6,002,000	9,007,000	+3,005,000 (+50%)

Source: National Foundation for American Policy analysis and tabulations of BLS Current Population Survey files.

Employment in computer and mathematical occupations in the United States, including the foreign-born, increased by 166% between 2003 and 2024, illustrating that there is not a fixed number of jobs and employment in the technology sector surged while many foreign-born scientists and engineers immigrated.[19]

The number of U.S.-born workers employed in all STEM-related occupations (including computer and mathematical occupations) increased by over 3 million, or 50%, between 2003 and 2024. Employment in STEM-related occupations in the United States, including the foreign-born, increased by 64% between 2003 and 2024, additional evidence there is not a fixed number of jobs.[20] In addition, the National Science Foundation has explained that *approximately* 12 million people or more 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.

A Large Body of H-1B Research Shows Benefits for the United States

A significant body of research shows that the entry of H-1B visa holders benefits the United States and does not harm U.S. workers. Under U.S. law, employers must pay the higher of the actual or prevailing wage paid to U.S. workers with similar experience and qualifications. That does not include the legal and government fees employers typically pay to petition for H-1B professionals.[21]

[19] Ibid.
[20] Ibid.
[21] https://uscode.house.gov/view.xhtml?req=granuleid%3AUSC-prelim-title8-section1182&num=0&edition=prelim. 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*."

Economists have concluded in many published studies that H-1B visa holders earn the same or more than comparable U.S. professionals. In a May 2020 National Foundation for American Policy study, economist Madeline Zavodny found, "H-1B visa holders do not adversely affect U.S. workers. On the contrary, the 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." [22]

The September 2025 proclamation imposing a $100,000 H-1B fee did not address a 2020 study on the proclamation issued during the first Trump administration that banned the entry of H-1B visa holders. In an NFAP study, Zavodny concluded that the Covid-19 pandemic and Trump administration policies, including the proclamation, reduced the number of H-1B and J-1 visas but did not help U.S. workers. "The drop in H-2B program admissions did not boost labor market opportunities for U.S. workers but rather, if anything, worsened them."[23]

Many studies, both academic and government, have concluded that H-1B visa holders are paid the same or higher than comparable U.S. professionals (i.e., people with similar degrees and experience) and do not harm the economic prospects of U.S. professionals. Other studies have concluded that H-1B visa holders make significant economic contributions to the United States. The studies listed below are part of an extensive body of research on H-1B visas.

- The Government Accountability Office (GAO) found in the category 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.[24]

- An analysis by Glassdoor concluded: "Across the 10 cities and roughly 100 jobs we examined, salaries for foreign H-1B workers are about *2.8 percent higher* than comparable U.S. salaries on Glassdoor."[25]

- University of Maryland researchers Sunil Mithas and Henry C. Lucas, Jr., after examining the skills and compensation of over 50,000 IT professionals, wrote, "[C]ontrary to popular belief, non-U.S. citizen IT professionals are not paid less compared to American IT professionals."[26]

[22] Madeline Zavodny, *The Impact of H-1B Visa Holders on the U.S. Workforce*, NFAP Policy Brief, National Foundation for American Policy, May 2020.
[23] Madeline Zavodny, *The Impact of the Covid-19 Drop in International Migration on the U.S. Labor Market*, NFAP Policy Brief, National Foundation for American Policy, February 2022.
[24] Anderson, "New Increase In H-1B Visa Fees Further Shatters 'Cheap Labor' Myth," *Forbes*.
[25] Ibid.
[26] Ibid.

- Economists Magnus Lofstrom and Joseph Hayes with the Public Policy Institute of California found, "[O]verall H-1B workers in STEM occupations have higher earnings than their otherwise observationally similar U.S. born counterparts."[27]

- A study by Rasha Ashraf (Georgia State) and Rina Ray (University of Colorado at Denver) found "increases in the number of H-1B admissions led to increased worker productivity and company profits, especially in companies that conduct R&D," with patents decreasing in companies "dependent on skilled immigrant" professionals after Congress allowed the H-1B annual limit to decline in 2004.[28]

- Economists Exequiel Hernandez (UPENN Wharton School), Britta Glennon (UPENN and NBER) and Jens Friedmann (Erasmus University Rotterdam School of Management) concluded that the more restrictions on hiring foreign-born talent a company encounters, the more acquisitions it will subsequently make. According to the authors, "An acquisition is a very strong, costly commitment—both in terms of the purchase price and in the organizational adjustments required to make such a transaction work. It is unlikely that firms would be responding to immigration restrictions through acquisitions unless the need for the foregone talent were real."[29]

- University of California-Davis' Giovanni Peri and Kevin Shih and Colgate University's Chad Sparber concluded that the presence of foreign STEM workers accounts for about 30% to 50% of the aggregate productivity growth in the United States between 1990 and 2010. They also found that a percentage point increase in the share of foreign STEM workers in a city's employment mix "increased the wage growth of native college-educated labor by about 7 to 8 percentage points."[30]
- A study by economists William R. Kerr (Harvard Business School) and William F. Lincoln (University of Michigan) examined patenting and concluded, "Total invention increases with higher [H-1B] admission levels primarily through the direct contributions of immigrant inventors."[31]

[27] Ibid.
[28] Rasha Ashraf and Rina Ray, "Human Capital, Skilled Immigrants, and Innovation," January 17, 2018.
[29] Exequiel Hernandez, Britta Glennon and Jens Friedmann, "Substituting Talent with Transactions: Acquisitions as Responses to Immigration Restrictions," NBER, Working Paper 34248, September 2025.
[30] Giovanni Peri, Kevin Shih, and Chad Sparber, "STEM Workers, H-1B Visas, and Productivity in U.S. Cities," Journal of Labor Economics, Vol. 33, No. S1, US High-Skilled Immigration in the Global Economy (Part 2, July 2015), pp. S225-S255.
[31] William R. Kerr and William F. Lincoln, "The Supply Side of Innovation: H-1B Visa Reforms and U.S. Ethnic Invention," NBER, Working Paper 15768, February 2010.

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, i.e., one without H-1B visa holders, then all employees would have continued to work at the company. Both arguments hinge on the idea that the entry of H-1B visa holders leads to jobs leaving the United States.

However, research shows that it is 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.

After the Trump administration imposed a $100,000 fee on the entry of new H-1B visa holders, U.S. financial institutions moved quickly to expand operations in India. “Senior executives from at least two U.S. banks in India are in talks with their head offices to consider ways to ramp up their so-called global capability centers in response to the H-1B visa crackdown, according to people familiar with the matter,” reported Bloomberg. “Some lenders that had extended offer letters for positions in the U.S. are looking to either revoke them or create alternative roles at their GCCs, the people said.”[32]

“[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.[33] 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.”[34]

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[32] Saikat Das, Siddhi Nayak, Ruchi Bhatia, and Chanyaporn Chanjaroen, “Trump's H-1B Visa Crackdown to Accelerate Wall Street's Expansion in India,” *Bloomberg*, November 11, 2025.
[33] Britta Glennon, *How Do Restrictions on High-Skilled Immigration Affect Offshoring? Evidence from the H-1B Program*, April 5, 2020.
[34] 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.

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."[35] Glennon calculated that multinational companies "hire 0.9 employees abroad for every visa rejection."[36]

A study by economists Giovanni Peri, Kevin Shih, Chad Sparber and Angie Marek Zeitlin found that denying entry to H-1B visa holders due to the annual limits has 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.[37]

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.[38]

The research found that the 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; the 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; and the 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.[39]

[35] See also Stuart Anderson, "U.S. Companies Denied H-1B Visas Hire Talent Abroad," *Forbes*, April 4, 2023.
[36] Glennon, March 15, 2023.
[37] 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.
[38] Madeline Zavodny, *The Earnings of IT Professionals Compared With Other Professionals*, NFAP Policy Brief, National Foundation for American Policy, June 2021.
[39] Ibid. "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.

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 that 55% of America's startup companies valued at $1 billion or more have at least one immigrant founder, underscoring immigrants' importance and contributions to the U.S. economy.

Research released in 2023 found that immigrants are vital to 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." [40]

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, a leading area of study for AI researchers, 71% of full-time graduate students at U.S. universities are international students.[41] 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.[42] Policies toward high-skilled foreign nationals in America remain restrictive compared to other countries that the United States competes with for talent. The Trump administration is making U.S. immigration policies more restrictive by implementing measures that officials proposed or enacted during Donald Trump's first term. The policies could lead to fewer international students attending U.S. universities and more companies sending work and resources outside the United States.

[40] 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."

[41] 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 degrees in fields outside computer and information sciences that are useful for 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.

[42] https://www.nscai.gov/2021-final-report/.

APPENDIX

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

Year	CAP*	#Issued	#Unused
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
2026	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 100 Or More H-1B Petitions For Initial Employment in FY 2025

EMPLOYER	Approvals
AMAZON	4,644
META PLATFORMS INC	1,555
MICROSOFT CORPORATION	1,394
GOOGLE LLC	1,050
TATA CONSULTANCY SVCS LTD	846
APPLE INC	823
GOLDMAN SACHS AND CO LLC	746
COGNIZANT TECHNOLOGY SOLUTIONS US	743
ERNST AND YOUNG	718
INTEL CORPORATION	635
NVIDIA CORPORATION	563
JPMORGAN CHASE CO	553
IBM CORPORATION	501
ORACLE AMERICA INC	482
WAL MART ASSOCIATES INC	478
BYTEDANCE INC	449
DELOITTE	432
TIKTOK INC	412
CAPGEMINI AMERICA INC	401
LTIMINDTREE LIMITED	401
HCL AMERICA INC	379
CITIBANK	371
THE LELAND STANFORD JR UNIVERSITY	329
TESLA INC	319
AVANT HEALTHCARE PROFESSIONALS LLC	308
MCKINSEY AND COMPANY INC UNITED STATES	303
TECH MAHINDRA INC	295
QUALCOMM TECHNOLOGIES INC	285
CAPITAL ONE SERVICES LLC	269
WIPRO LIMITED	267
MORGAN STANLEY AND CO LLC	266
INFOSYS LIMITED	263
THE BOSTON CONSULTING GROUP INC	262
ACCENTURE LLP	254

UNIVERSITY OF MICHIGAN	244
TEXAS A AND M UNIVERSITY	231
MAYO CLINIC	224
BLOOMBERG LP	216
UBER TECHNOLOGIES INC	210
FIDELITY INVESTMENTS	208
MICRON TECHNOLOGY INC	206
WASHINGTON UNIVERSITY IN ST LOUIS	202
INTUIT INC	200
PERSISTENT SYSTEMS INC	199
ADVANCED MICRO DEVICES INC	184
ADOBE INC	184
CISCO SYSTEMS INC	184
UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN	170
CUMMINS INC.	169
LINKEDIN CORPORATION	169
PAYPAL INC	166
APPLIED MATERIALS INC	164
THE UNIVERSITY OF CHICAGO	159
UNIVERSITY OF MARYLAND	158
SERVICENOW INC	157
UNIV OF CALIFORNIA SAN FRANCISCO	157
COLUMBIA UNIVERSITY	157
UNIVERSITY OF PENNSYLVANIA	155
STATE UNIVERSITY OF NEW YORK AT BUFFALO	154
COMPUNNEL SOFTWARE GROUP INC	152
THE TRUSTEES OF PRINCETON UNIVERSITY	150
CLEVELAND CLINIC	147
JOHNS HOPKINS UNIVERSITY	147
OHIOHEALTH CORP	147
INDIANA UNIVERSITY INDIANAPOLIS	145
BOFA SECURITIES INC	140
UNIVERSITY OF PITTSBURGH	136
NEW YORK CITY HEALTH AND HOSPITALS CORPORATION	134
UNIV OF WI SYSTEM MADISON	134
SALESFORCE INC	134
EMORY UNIVERSITY	133
UNIVERSITY OF FLORIDA	132

THE CURATORS OF THE UNIV OF MISSOURI	129
THE OHIO STATE UNIVERSITY	128
MANAGEMENT HEALTH SYSTEMS LLC DBA MEDPRO INTERNATIONAL	125
BLACKROCK CORPORATION US INC	125
UT SOUTHWESTERN MEDICAL CENTER	124
PWC ADVISORY SERVICES LLC	122
THE UNIVERSITY OF IOWA	122
ROCHESTER GENERAL HOSPITAL	121
ST JUDE CHILDRENS RESEARCH HOSPITA	121
UNIVERSITY OF MINNESOTA	119
WEST VIRGINIA UNIVERSITY	118
UNIVERSITY OF NEBRASKA MEDICAL CENTER	116
UST GLOBAL INC	116
UNIVERSITY OF COLORADO DENVER	114
UNIVERSITY OF ROCHESTER	113
HARVARD UNIVERSITY	112
NORTHWESTERN UNIVERSITY	112
PURDUE UNIVERSITY	112
THE UNIVERSITY OF TENNESSEE	111
YALE UNIVERSITY	108
GENERAL HOSP CORP D B A MASS GENERAL HOSP	108
AMGEN INC	105
MASSACHUSETTS INSTITUTE OF TECHNOL	104
LUCID USA INC	102
RANDSTAD DIGITAL LLC	101
SYNOPSYS INC	100
FORD MOTOR COMPANY	100
INSIGHT GLOBAL LLC	100

Source: U.S. Citizenship and Immigration Services, National Foundation for American Policy.
Initial employment includes new and concurrent employment.

Appendix Table 3
FY 2025 H-1B Approvals for Initial Employment By State

State	Approved H-1B Petitions for Initial Employment FY 2025	State	Approved H-1B Petitions for Initial Employment FY 2025
CA	21,559	UT	517
TX	12,613	LA	461
NY	11,436	AL	456
NJ	7,729	RI	442
VA	7,579	NE	440
IL	5,345	OK	403
MA	4,870	OR	393
FL	3,933	NM	382
GA	3,441	SD	348
PA	3,261	ID	344
WA	2,874	KY	342
MI	2,825	GU	312
NC	2,814	NV	265
MD	2,431	MS	225
OH	2,172	WV	220
AZ	1,821	NH	198
TN	1,534	ND	183
MN	1,362	WY	145
MO	1,250	ME	130
CT	1,011	AK	129
CO	983	VT	103
IN	981	MT	86
AR	844	HI	85
WI	759	PR	31
DC	546	MP	28
IA	533	VI	14
DE	532		
KS	527		

Source: USCIS, National Foundation for American Policy. MP=Northern Mariana Islands, GU=Guam, PR=Puerto Rico. Initial employment includes new and concurrent employment.

Appendix Table 4
FY 2025 H-1B Approvals for Initial Employment By Industry

Industry	Approvals
Professional, Scientific, and Technical	44,184
Educational Services	15,941
Manufacturing	11,521
Information	10,062
Health Care and Social Assistance	8,963
Finance and Insurance	8,034
Retail Trade	4,908
Administrative and Support and Waste Management and Remediation Services	1,838
Construction	1,391
Wholesale Trade	1,373
Management of Companies and Enterprises	786
Other Services (except Public Administration)	766
Transportation and Warehousing	647
Real Estate and Rental and Leasing	490
Utilities	463
Accommodation and Food Services	352
Public Administration	342
Arts, Entertainment, and Recreation	251
Mining, Quarrying, and Oil and Gas Extraction	226
Agriculture, Forestry, Fishing and Hunting	61

Source: USCIS, National Foundation for American Policy. Initial employment includes new and concurrent employment.

Appendix Table 5
FY 2025 H-1B Approvals for Initial Employment By City

NEW YORK NY	7,811
ARLINGTON VA	4,836
CHICAGO IL	2,923
SAN JOSE CA	2,383
SANTA CLARA CA	2,286
SAN FRANCISCO CA	2,222
HOUSTON TX	1,827
BOSTON MA	1,823
MENLO PARK CA	1,769
MOUNTAIN VIEW CA	1,590
AUSTIN TX	1,546
REDMOND WA	1,517
DALLAS TX	1,450
IRVING TX	1,150
ATLANTA GA	1,130
PRINCETON NJ	1,055
ROCKVILLE MD	964
PHILADELPHIA PA	958
COLLEGE STATION TX	938
CUPERTINO CA	876
CHANDLER AZ	851
DURHAM NC	759
ALPHARETTA GA	737
SECAUCUS NJ	732
PLANO TX	728
LOS ANGELES CA	718
EDISON NJ	671
CHARLOTTE NC	656
SUNNYVALE CA	627
CAMBRIDGE MA	617
SAN DIEGO CA	607
TAMPA FL	602
PITTSBURGH PA	601
MIAMI FL	597
FRISCO TX	586
IRVINE CA	575

SEATTLE WA	537
BENTONVILLE AR	535
RICHARDSON TX	528
WASHINGTON DC	525
NASHVILLE TN	480
MCKINNEY TX	478
ST LOUIS MO	469
COLUMBUS OH	445
MEMPHIS TN	430
BROOKLYN NY	426
MINNEAPOLIS MN	420
PALO ALTO CA	402
ROCHESTER NY	395
BALTIMORE MD	394
TROY MI	389
FREMONT CA	386
RICHMOND VA	377
INDIANAPOLIS IN	365
PHOENIX AZ	362
CLEVELAND OH	354
ORLANDO FL	342
HERNDON VA	329
SOMERVILLE MA	327
DETROIT MI	323
ANN ARBOR MI	314
MAITLAND FL	314
PISCATAWAY NJ	311
JERSEY CITY NJ	307
BEDMINSTER NJ	300
BELLEVUE WA	294
STANFORD CA	294
EAST BRUNSWICK NJ	293
DENVER CO	289
PLEASANTON CA	287
WARREN NJ	282
ISELIN NJ	275
CINCINNATI OH	270
OMAHA NE	269
WILMINGTON DE	266

ROCHESTER MN	260
BOISE ID	257
BRONX NY	256
FARMINGTON HILLS MI	248
RALEIGH NC	246
FOSTER CITY CA	244
MILWAUKEE WI	242
CULVER CITY CA	224
CUMMING GA	222
SAN MATEO CA	221
WOONSOCKET RI	220
REDWOOD CITY CA	218
ASHBURN VA	210
JACKSONVILLE FL	208
ROUND ROCK TX	208
BERKELEY CA	207
SIOUX FALLS SD	206
STERLING VA	206
MADISON WI	205
PLAINSBORO NJ	205
TEMPE AZ	205
SACRAMENTO CA	202
NEW ORLEANS LA	198
SANTA MONICA CA	194

Source: USCIS, National Foundation for American Policy. Initial employment includes new and concurrent employment.

Appendix Table 6
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. *Does not include the $100,000 fee imposed by presidential proclamation on September 19, 2025.

About the National Foundation for American Policy

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