

H-1B Intelligence Brief - Texas

INTELLIGENCE BRIEF

H-1B Visa Activity — State of Texas

Classification: UNCLASSIFIED // FOR OFFICIAL USE ONLY

DATE: January 26, 2026
PREPARED BY: Research & Analysis Unit
SUBJECT: H-1B Nonimmigrant Worker Program — Texas Geographic Assessment
SCOPE: FY2022–FY2024 (3-Year Rolling Window)

EXECUTIVE SUMMARY

Texas ranks **2nd–3rd nationally** in H-1B visa activity, with **48,886 certified Labor Condition Applications** filed over the past three fiscal years. The Dallas-Fort Worth metroplex accounts for nearly **half (48%)** of all Texas H-1B placements, with Austin emerging as a secondary hub due to recent corporate relocations.

Key Finding: Indian IT staffing firms dominate H-1B sponsorship in Texas, collectively accounting for approximately **15% of all certified applications**. These entities place workers at third-party client sites across multiple industries.

I. STATISTICAL OVERVIEW

Metric	Value
Total Certified LCAs (FY22–24)	48,886
FY2024 Certified	16,954
FY2023 Certified	17,439
FY2022 Certified	14,493
Median Annual Wage	\$106,197
Average Annual Wage	\$110,795

II. PRIMARY SPONSORING ENTITIES

A. IT Staffing/Outsourcing Firms (Body Shops)

Entity	Country of Origin	3-Yr LCAs	Notes
Cognizant Technology Solutions	USA (India-founded)	1,379	Largest TX sponsor
Infosys Limited	India	1,212	—
Tata Consultancy Services	India	1,015	Multiple entity names
HCL America	India	613	—
Wipro Limited	India	439	—
Tech Mahindra	India	225	—
Capgemini America	France	281	—
Compunnel Software Group	USA	345	NJ-based staffing

ASSESSMENT: These firms operate a labor arbitrage model, recruiting workers abroad and placing them at U.S. client sites. Workers are often rotated between projects and geographic locations.

B. Major Technology Companies

Entity	3-Yr LCAs	Texas Operations
Amazon/AWS	1,207	Austin fulfillment; AWS data centers
Apple Inc.	474	Austin campus (\$1B investment)
Microsoft	468	Irving, Austin offices
Google LLC	139	Austin, Dallas
Tesla Inc.	175	Austin HQ (relocated 2021)
Dell Technologies	226	Round Rock HQ
Intel	136	Design centers
Qualcomm	108	Austin, Dallas
AMD	187	Austin design center

C. Financial Services

Entity	3-Yr LCAs	Texas Operations
JPMorgan Chase	557	Plano technology hub
Fidelity	326	Westlake campus

Entity	3-Yr LCAs	Texas Operations
Citibank	275	Irving operations
Goldman Sachs	110	Dallas office
Charles Schwab	164	Westlake HQ (post-TD merger)
U.S. Bank	102	—

D. Professional Services

Entity	3-Yr LCAs
Ernst & Young	627
Deloitte (combined)	476
Accenture	284
PricewaterhouseCoopers	100

III. GEOGRAPHIC DISTRIBUTION

A. Metropolitan Concentrations

Region	3-Yr LCAs	% of TX Total
DFW Metroplex	~23,500	48%
Austin Metro	~9,000	18%
Houston Metro	~5,500	11%
San Antonio	~1,400	3%
Other	~9,500	20%

B. Primary Cities (Ranked)

Rank	City	3-Yr LCAs	Primary Industries
1	Austin	7,695	Technology, semiconductor
2	Plano	5,395	Financial services, telecom
3	Irving	5,277	Corporate HQs, consulting
4	Dallas	5,077	Diversified
5	Houston	4,510	Energy, healthcare, consulting
6	Frisco	2,106	Corporate relocations
7	Richardson	1,669	Telecom Corridor
8	San Antonio	1,399	Healthcare, USAA
9	Westlake	1,088	Financial services (Schwab, Fidelity)
10	McKinney	941	Corporate expansion

C. Suburban Growth Corridors

Notable H-1B activity in rapidly-developing suburbs: - **Frisco:** 2,106 (PGA HQ, corporate relocations) - **Westlake:** 1,088 (Schwab, Fidelity, Deloitte) - **McKinney:** 941 - **Leander:** 601 (Apple supplier proximity) - **Prosper:** 303

IV. OCCUPATIONAL ANALYSIS

Rank	Occupation	Count	% of Total
1	Software Developers	~20,000	41%
2	Systems Engineers/Architects	~5,000	10%
3	IT Project Managers	~2,500	5%
4	QA/Test Engineers	~2,200	4.5%
5	Computer Systems Analysts	~2,100	4%
6	Data Scientists	~1,200	2.5%
7	Database Administrators	~800	1.6%
8	Electrical/Electronics Engineers	~750	1.5%
9	Information Security Analysts	~550	1.1%
10	Medical Scientists	~450	0.9%

ASSESSMENT: Technology-related occupations account for approximately **70%** of all Texas H-1B positions.

V. ENTITIES OF INTEREST

A. Texas-Headquartered Corporations

Entity	HQ Location	3-Yr LCAs	Sector
AT&T	Dallas	204	Telecommunications
Tesla	Austin	175	Automotive/Energy
American Airlines	Fort Worth	140	Aviation
Dell Technologies	Round Rock	226	Technology
USAA	San Antonio	~130	Financial Services

B. Educational Institutions

Entity	3-Yr LCAs	Notes
UT Southwestern Medical	203	Research, healthcare
Texas A&M University	144	Research faculty
UT Austin	138	Research faculty
Dallas ISD	111	Teacher shortage mitigation

C. Healthcare Systems

Entity	Notes
MD Anderson Cancer Center	Research positions
Baylor College of Medicine	Medical researchers
UT Health Houston	—

VI. TREND ANALYSIS

A. Year-Over-Year Changes

- **FY22→FY23:** +20% increase in certified LCAs
- **FY23→FY24:** -3% decrease (normalization post-COVID surge)

B. Geographic Shifts

- Austin gaining share due to Tesla, Apple, Oracle relocations
- Westlake/Southlake corridor emerging as financial services hub
- Houston flat (energy sector stagnation offset by healthcare growth)

C. Employer Patterns

- IT staffing firms maintain dominant position
- Direct-hire tech companies increasing share
- Financial services consolidating in North Texas

VII. ASSESSMENT

1. **Labor Market Impact:** H-1B workers represent a significant portion of Texas’s technology workforce, particularly in software development and systems architecture roles.
2. **Geographic Concentration:** The DFW metroplex’s dominance (48% share) creates workforce concentration risk and competitive pressure in specific submarkets (Plano, Irving, Frisco).
3. **Staffing Firm Prevalence:** Indian IT staffing companies continue to dominate sponsorship, with workers frequently placed at Fortune 500 client sites rather than the sponsoring firm’s own operations.
4. **Wage Observations:** Median wage of \$106,197 exceeds Texas median household income by approximately 2x, indicating H-1B positions are predominantly in high-skill, high-compensation roles.
5. **Growth Trajectory:** Texas H-1B activity has grown 17% from FY2022 to FY2024, outpacing national averages, driven by corporate relocations and technology sector expansion.

Source: U.S. Department of Labor, Office of Foreign Labor Certification, LCA Disclosure Data (FY2022 Q4, FY2023 Q4, FY2024 Q4)