**Actionable Insights & Recommendations**

For the Office of Foreign Labor Certification (OFLC), the three most critical components for pre-screening an applicant are:

- Education level :

An applicant applying for a job requiring a high school diploma will more than likely be denied. Conversely, applications for jobs requiring a Master's degree or doctorate are very likely to be Certified.

- Prior job experience : An applicant applying for a job without any previous job experience is more likely to be denied than an applicant for a job with experience.

- Prevailing wage : The higher the prevailing wage of the job an applicant is applying for, the more likely the application will be Certified. This is especially true for applications for jobs with an yearly unit of wage.

- Continent: Ideally the nationality and ethnicity of an applicant shouldn't matter to work in a country but previously it has been observed that applicants from Europe and Asia have higher chances of visa certification.

- To prioritize limited resources towards screening a batch of applications for those most likely to be certified, the OFLC can:

Sort applications by level of education and review the higher levels of education first.

Sort applications by previous job experience and review those with experience first.

Divide applications for jobs into those with an hourly wage and those with an annual wage, sort each group by the prevailing wage, then review applications for salaried jobs first from highest to lowest wage.

- Furthermore, OFLC should examine more thoroughly why whether an application will be certified or denied can be very well predicted through just three nodes as shown above.

- For those in less skilled, entry-level, and/or hourly jobs, the system would appear to be biased against these applications being certified.