# H1B Visas Assignment

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**Executive Summary**

From our analysis we conclude that applicants with a sponsor are very likely to receive an H1B. Once the employer submits the application it is usually resolved quickly. Applying to companies such as GS will very likely increase the chances of receiving H-1B. Applicants with a software development and financial background in MA, NY, or CA should consider Fidelity Technology as one of the major employers as the sponsor most number of visas in that areas.

H-1B is a visa class used for employers hiring immigrants in the United States of America. Based on our analysis the vast majority of applications are accepted (92.9%), the chance of being denied is very low (0.05%). Whereas it is noticeable that some applications are withdrawn before being processed (1.8%) or withdraw after they have been approved (4.8%).

The application processing duration for certified applications is seven days on average however, denials have the fastest response rate averaging at three days.

The North American Industry Classification System (NAICS) categorizes employers in different sectors and subcategories. When taking into consideration the ‘Finance and Insurance’ sector, employers with the highest number of certified H1B visas in the US were ‘Goldman Sachs’ (2396), ‘Fidelity Technology’ (1135), ‘Citibank’ (883), followed by ‘Morgan Stanley’ (849) and ‘PayPal Inc’ (844).

Comparing the certified number of visas numbers with each individual state for this industry, Goldman Sachs is not a top five employer in MA, NY or CA. In MA, the employer with the most approved visas in the ‘Finance and Insurance industry’ is ‘Fidelity Technology’ (1135).

In NY, Citibank is leading (883), followed by Morgan Stanley (848), American Express (622), Barclays Services (586) and Mastercard International (495). In CA the employers with the highest number of approved visas are all fintech: ‘PayPal Inc’ (844), ‘Visa Technology’ (629), ‘Visa USA’ (447), ‘Stripe’ (351) and ‘Coinbase Inc’ (288).

The most common SOC title (job function) for all sectors considering only approved visas is ‘Software Developers, Application’ with 159,628 visas which corresponds to 33.6% of all approved visas. The second most frequent position is “Software Developers, Systems Software” with 32,087 visas.

The most frequent SOC title for the three selected states (MA, CA & NY) is also “Software Developers, Application”, accounting for 27.5% of nationwide visas, with 5454, 31387 and 7098 visas issued respectively.

In MA and CA, the next most frequent role is ‘Software Developers, Systems Software’, however in NY, that role comes third with ‘Financial Analysts’ being the second most frequent, issuing 2330 visas.

Based on yearly salaries, the highest paid roles overall are tech related roles.

Outliers became evident, after converting wages to yearly. We can assume that the pay wage information had been entered incorrectly. Therefore outliers, defined as yearly salary higher than 10 million, were removed (total of 163 records). After adjusting, the highest average salary of all functions is ‘Computer occupation’ (US$130,000/year), followed by ‘Electronics Engineers’ (US$129,778/year).

From our findings, it is crucial for applicants to understand where each company would be willing to sponsor, for instance it seems like Fidelity Technology only receive certified visas for the state of Massachusetts. Overall, it is possible to conclude that the most frequent roles as well as the highest paying jobs are related to tech fields regardless of the industry, which is where, if desired to stay in the US, one should specialize their skills to fit the role.

References:

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