**Summary**

This document represents the outcomes from a detailed analysis of the H-1B visas database provided by the U.S. Citizenship and Immigration Services (USCIS). With database granting information regarding locations, employers, wages, visa status, etc. an extensive analysis was required to grant meaningful insights for future H-1B visa contenders.

**Insights and Result**

By analyzing industry and job type, out of the top 10 highest paid roles, Management dominated half of the list. Diving deep into the analysis, we found that Management roles specifically in the Information Industry have an average yearly wage of $167,522.78 in the last 4 years. The second highest wages are earned by legal roles in the construction industry followed by management functions in the finance and insurance industry with an average yearly wage of $160,399.25 and $159,233.27 respectively.

Although the Management role might have a higher average yearly wage, we decided not to include it in our recommendation because this role has the highest number of outliers in the database. This supports the nature of the Management job type because a C-suite role and a managerial role are both classified as Management.

H-1B dependent companies are companies with 15% or more of its workforce in a H-1B visa, therefore they would be more likely to request the sponsorship of the H-1B visa. With this in mind, we learned that most H-1B dependent industries are the Professional, Scientific, and Technical Services.

Our data showed 3 states with the highest percentages of H-1B certified visa holders: California, Texas and Washington State. Besides California, we wanted to test the hypothesis on whether low or nonexistent corporate tax in the state would impact the tendency for sponsorship. Therefore, we decided to add the tax information to our data and cross referenced it with the certified visa information where the result showed that both Texas and Washington State have 0% corporate tax rate with an approval rate of 95.5% and 96.9% respectively by state. Based on this and according to the report, “America’s Top States for Business 2022” ran by CNBC, showed a 7-place increase for Washington State who finished in second place behind North Carolina. Therefore, Washington State increasingly became a preferred prime location for possible top employers.

Now that we know which companies were more likely to sponsor in Washington, we ranked them based on the number of requests and who had the highest average yearly wage. For our case, the result showed that Infosys and Nvidia would be the top employers. Infosys was our top employer based on the number of requested visas while Nvidia by highest average yearly wage in the past 4 years.

We tested on whether companies with an agent representing sponsorship cases would be something that will impact chances in getting the visa certified. The analysis found that only 37.54% of the certified visa cases had an agent, which proves that having an agent is not a requirement to succeed.

Based on our analysis and insights, having a STEM (Science, Technology, Engineering, Mathematics) degree will boost the chances of getting a H-1B visa sponsorship in the future since most certified visa holders have had a Computer and Mathematical role or worked in the Professional, Scientific, and Technical Services industry. When looking at companies to apply to, it’s important to consider their H-1B dependency since, as mentioned before, could give you a broad perspective of chances to get sponsored. In addition, instead of focusing only on the wages when looking for a career, factors such as location, industries and job types are equally important.

**Server Credentials**

server name - rmr

host - rmr.mysql.database.azure.com

username - prof\_luis

password - rmr\_luis

**References**

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