# The H-1B Data Everyone Got Wrong

A viral thread fooled millions.
Here's what the numbers actually show.

**Robert Sterling** ✓
@RobertMSterling

H-1B DATA MEGA-THREAD 🧵

I downloaded five years of H-1B data from the US DOL website (4M+ records) and spent the day crunching data.
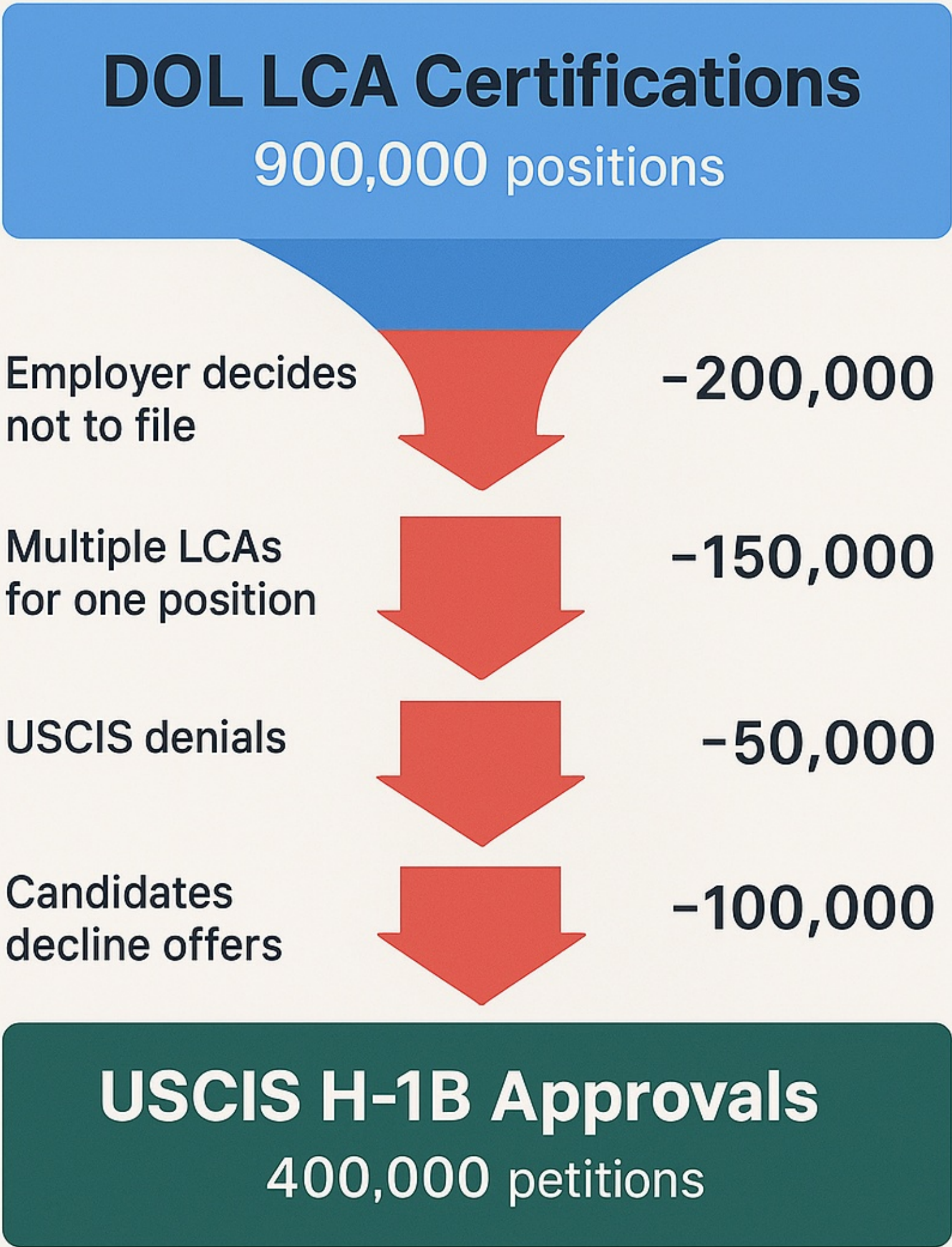
I went into this with an open mind, but, to be honest, I'm now *extremely* skeptical of how this program works.
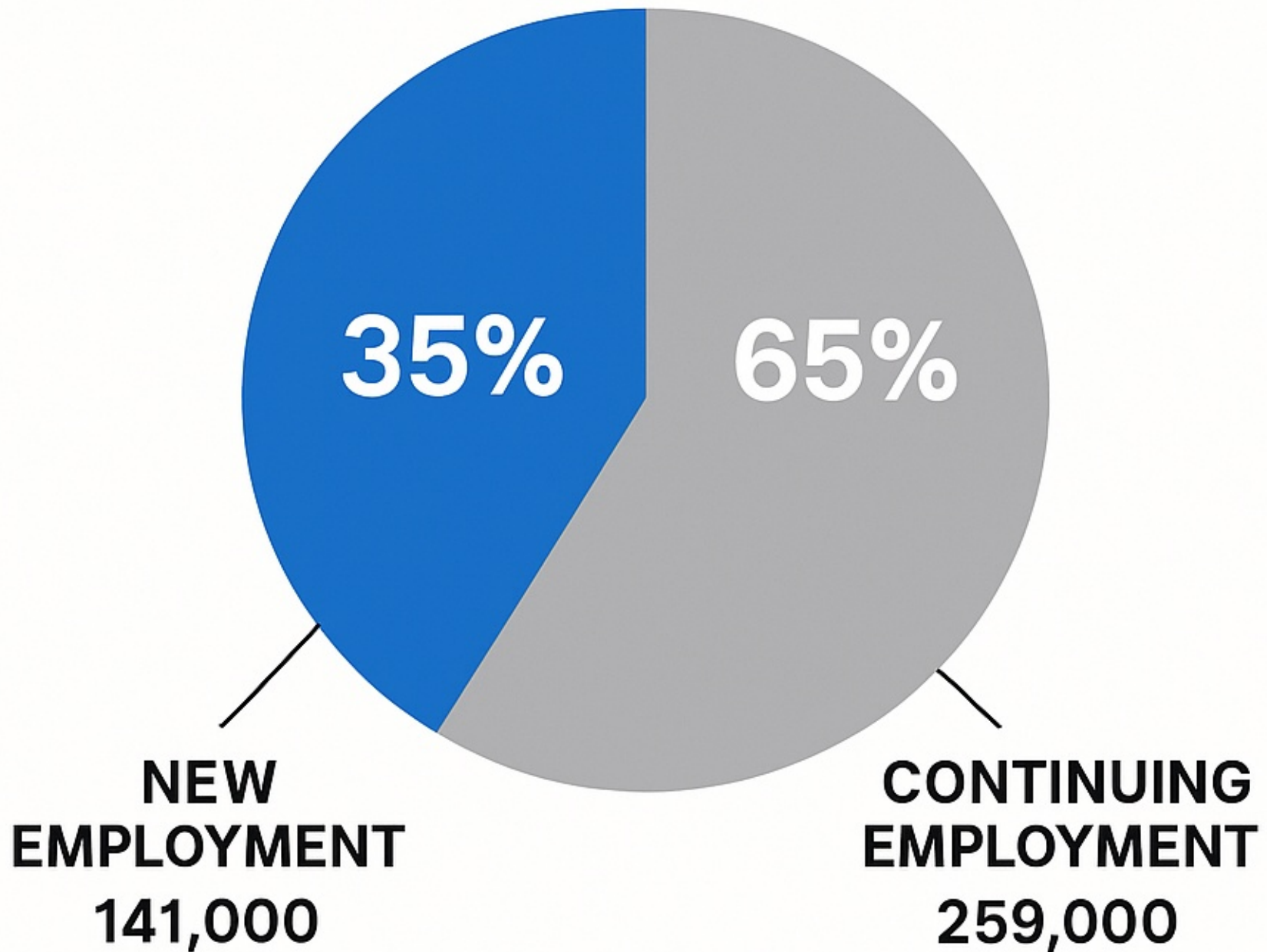
Here's what I found 👇



5:09 PM · Dec 28, 2024 · **11.3M** Views

# LCA Certifications vs Actual H-1B Approvals

The Data Confusion at the Heart of H-1B Misinformation

**DOL LCA Certifications**
900,000 positions

Employer decides not to file — −200,000

Multiple LCAs for one position — −150,000

USCIS denials — −50,000

Candidates decline offers — −100,000

**USCIS H-1B Approvals**
400,000 petitions

Ratio: 2,25:1

# H-1B Approvals:
## New vs Renewals FY 2024



**35%** (blue) — **NEW EMPLOYMENT 141,000**

**65%** (gray) — **CONTINUING EMPLOYMENT 259,000**
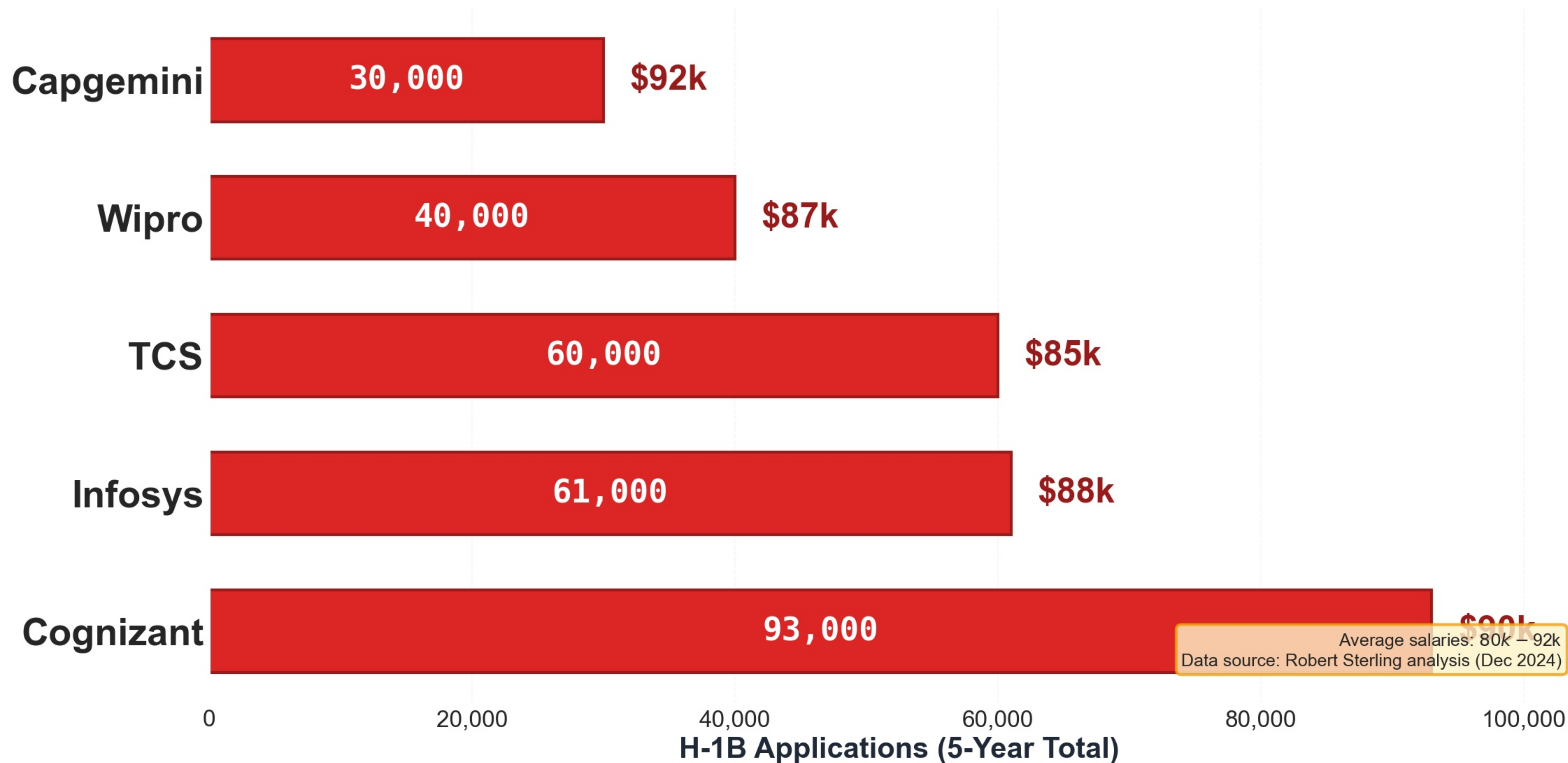
**Total: 400,000 approvals**

Only NEW employment counts toward 85k cap.

# IT Staffing Firms: The Low-Wage H-1B Tier

## 95%+ Indian workers | Contract model | 5-year totals

| Firm | H-1B Applications | Avg Salary |
|------|------------------|-----------|
| Capgemini | 30,000 | $92k |
| Wipro | 40,000 | $87k |
| TCS | 60,000 | $85k |
| Infosys | 61,000 | $88k |
| Cognizant | 93,000 | $90k |

Average salaries: 80k – 92k
Data source: Robert Sterling analysis (Dec 2024)

**H-1B Applications (5-Year Total)**

0    20,000    40,000    60,000    80,000    100,000

# India Green Card Backlog:
# The 140-Year Crisis

1,1M+ Indians waiting | Per-country cap = generational trap

## EB-1
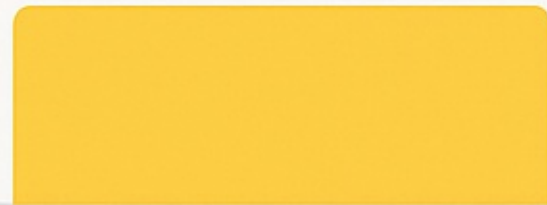
Backlog: 24,148 people

| Annual | 9,000 |
|---|---|
| Wait | 2.7 years (growing 2 yrs/yr) |
| Priority: | Jan 2017 |

## EB-2

Backlog: 853.705 people

| Annual | 8,000 |
|---|---|
| Wait | **140 YEARS** |
| Priority: | ↑ 28 yrs/yr Jan 2013 |

## EB-3
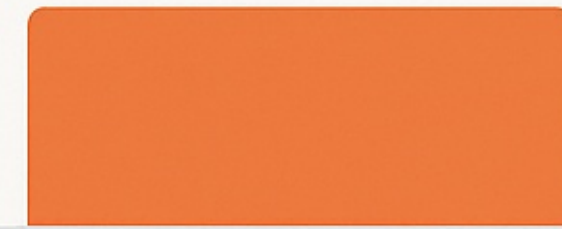
Backlog: 262.792 people

| Annual | 2,000 |
|---|---|
| Wait | **140 YEARS** ↑ 26 yrs/yr |
| Priority: | Feb 2013 |

## Total: 1.1M+ waiting

# Evidence-Based Reforms

✅ **Remove per-country caps**
→ Clear backlog in 8-10 years

✅ **Wage-based selection**
→ Prioritize high-skill positions

✅ **Separate IT staffing tier**
→ Address low-wage concerns

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**Full analysis with 45+ sources**

Follow for data-driven policy insights