

H-1B Workers in Washington

Helping Fill an IT Skills Gap



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Workforce Training and Education Coordinating Board

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H-1B Workers in Washington: Helping Fill an Information Technology Skills Gap

Executive Summary

Washington employers are among the nation's most avid users of a work visa program that allows them to temporarily hire international workers who possess special knowledge or skills.

In 2010, almost 18,000 workers from other countries started working in Washington after their employers procured H-1B visas from the U.S. Citizenship and Immigration Services. Washington had the eighth highest number of H-1B petitions approved in the country. On a per capita basis, Washington's 26.3 H-1B workers per 10,000 residents in 2010 ranked sixth in the country and significantly above the national average of 16 workers per 10,000.

H-1B workers come from many different countries, but disproportionately from India and China. Between 2000 and 2009, almost half of all H-1B workers were born in India. The average annual salary listed on the 2010 H-1B petitions is \$77,108, but in Washington, the average salary listed is just over \$90,000. Between 2006 and 2009, 99 percent of all H-1B beneficiaries had earned at least a bachelor's degree and 59 percent had earned at least a master's degree.

An H-1B is a non-immigrant visa for a foreign worker who will be employed temporarily in a specialty occupation or field. Specialty occupations require theoretical and practical application of a body of specialized knowledge with at least a bachelor's degree. Employers must certify that H-1B workers are being paid similar wages and benefits as resident workers in the same occupation. They also must certify that the place of employment is not experiencing a labor dispute involving a strike or lockout. The work visas are held by the employer and do not apply to workers after they have left the covered job.

In 2010, Microsoft employed just over 20 percent of H-1B workers in Washington. Amazon employed 9 percent. Altogether, the 17,800 H-1B workers in Washington represented one half of 1 percent of Washington's workforce.

The majority of H-1B workers in the United States (64.7 percent) and Washington (75 percent) are in computer and math occupations.

H-1B Workers in Washington: Helping Fill an IT Skills Gap

Foreign workers who come to Washington through the federal H-1B guest worker visa program do not constitute a large percentage of this state's workforce. Even so, their numbers are worth a closer look, especially within our state's information technology (IT) industry. In 2010, just over 20 percent of Washington's H-1B workers were employed by Microsoft, and another 9 percent by Amazon.

These highly educated workers, whose average wage in Washington tops \$90,000, speak to the demand Washington's employers have for workers with a specific skill set. When employers cannot find sufficiently skilled Washington workers—or workers from another part of the U.S.—they must expand their recruiting efforts to other parts of the world.

This report looks at this state's H-1B program in detail. Which countries do these workers come from? What skills and education do they bring to Washington's business sector? Where do they go work? And perhaps, just as importantly, what can we learn about our state's workforce needs?

In 2001, Washington imported nearly 29,000 foreign workers. The numbers have fluctuated at a much lower level since that time—largely between 12,000 and 16,000. In 2010, 17,800 H-1B workers were employed in Washington. That's compared to the state's overall workforce of nearly 3.5 million.¹ Altogether, H-1B workers comprise one half of 1 percent of Washington's workforce.

Washington had the 8th highest number of H-1B visa petitions in 2010.

¹ Washington State Employment Security Department, Labor Market and Economic Analysis Branch. "Monthly Employment Report for October 2011." <http://www.workforceexplorer.com/cgi/career/?PAGEID=3&SUBID=148>

The H-1B Visa: What is it?

An H-1B is a type of guest worker visa. Guest worker visas allow foreign citizens to work in the United States for a specified amount of time. An H-1B is a non-immigrant visa for a foreign worker who will be employed temporarily in a *specialty occupation* or field.

- The H-1B is initially issued for three years and can be renewed for another three years. The H-1B can also be renewed on an annual basis if the employer is sponsoring the foreign worker for a green card.
- The employer holds the visa, not the worker. If a worker is terminated there is no grace period, the worker must leave the country or petition for a change of visa status (usually to a B-2 tourist visa). A visa petition can be for more than one worker.
- Of H-1B beneficiaries, 99 percent hold a bachelor's degree or higher.

Specialty occupations require theoretical and practical application of a body of specialized knowledge with at least a bachelor's degree.

-U.S. Citizenship and Immigration Services (USCIS)

Limited Cap on H-1B Visas

Congress created the H-1B visa program in 1990. The number of initial H-1B employment visas issued per fiscal year was capped at 65,000 by law. Since 1990, the cap has fluctuated with legislative changes.² Currently, the annual cap remains at 65,000 H-1B visas per fiscal year, although the U.S. Citizenship and Immigration Services (USCIS) does offer **exceptions** for:

- The first 20,000 petitions for foreign citizens with U.S. Master's degrees.
- Institutions of higher education.
- Nonprofit and government organizations that conduct research.

There is no cap for the number of continuing employment visas that are issued each year. Since 2005, approximately one third of all annual H-1B petitions submitted were subject to the cap, while two thirds of the petitions were exempt or for continuing employment. In 2008 and 2009 the cap was reached within the first week of the USCIS accepting applications, while in 2010 and 2011 it took between 8 and 9 months to reach the cap.

H-1B Fees

Employers pay a number of fees when submitting an initial H-1B petition that is subject to either the regular cap or the Master's degree exemption cap:

² See GAO report 11-26, Appendix V: Selected H-1B Program Laws for a chronological list of major laws and provisions regarding H-1B visas.

- A base filing fee (*\$325 per petition*).
- A data collection and filing fee.
 - *\$750 for employers with 1 to 25 full-time equivalent employees.*
 - *\$1,500 for employers with 26 or more full-time equivalent employees.*
- A fraud prevention and detection fee (*\$500 per H-1B beneficiary*).
 - A third of this fee is used by the State Department to prevent and detect fraud.
 - A third of this money is available to the Department of Homeland Security for fraud detection and prevention.
 - The last third is used by the U.S. Department of Labor for enforcement programs and activities.
- A premium processing fee (*\$1,225 for faster processing*).
- An additional fee for companies with more than 50 percent of U.S. employees on H-1B (*\$2,000 per petition*).

The U.S. Government Accountability Office (GAO) found that the median reported combined legal and filing fee was \$3,820 in 2009. Also in 2009, the U.S. Department of Labor’s Wage and Hour Division identified 78 instances of fraud committed by employers who required or accepted payment of these fees by the H-1B worker.

Annual H-1B Petitions Filed and Approved

As shown in the table below, in fiscal year 2009 nearly 250,000 petitions were filed for H-1B visas. The U.S. Citizenship and Immigration Services (USCIS) approved 82 percent of the petitions for initial employment and 90 percent of the petitions for continuing employment. The number of petitions filed declined by 15 percent between fiscal year 2008 and 2009. The

2009 H-1B Visas	Petitions Filed	Petitions Approved
Initial Employment	105,775	86,300
Continuing Employment	140,872	127,971
Total	246,647	214,271

GAO reports that over the last decade nearly 30 percent of all H-1B workers were hired by large firms, which make up less than 1 percent of all employers.

Cumulative Number of H-1B Workers

The cumulative number of H-1B workers in the United States at any one point in time is unknown due to data limitations. The data is managed by three federal agencies:

- The Department of Homeland Security’s USCIS determines eligibility qualifications.
- The U.S. Department of Labor (DOL) reviews the proposed wage information.
- The Department of State’s Consular Office issues the visa.

The data systems of these agencies are not linked, and H-1B workers are not assigned a unique identifier that allows for easy tracking.

Protections for U.S. Workers

Each employer must submit a certified DOL Labor Condition Application (LCA -Form ETA 9035) when filing a petition for H-1B visas. This LCA certifies the wage offered to the visa beneficiary equals or exceeds the prevailing wage for that specific occupation in their geographical area. This ensures wages paid to U.S. workers will not be lowered as foreign workers enter the workforce. It also protects the H-1B workers from exploitation by employers paying lower wages.

In addition to the wage protections, employers must also attest that:

- The H-1B beneficiary will be given the same benefits offered to other workers with similar jobs.
- Notice of the LCA has been given to current employees.
- The place of employment is not experiencing a labor dispute involving a strike or lockout.

Characteristics of H-1B Beneficiaries

Information regarding the characteristics of H-1B beneficiaries comes from three sources; the Department of Homeland Security,³ the U.S. Government Accountability Office,⁴ and the Foreign Labor Certification Data Center.⁵

Country of Origin

H-1B workers come from many different countries, but disproportionately from India and China. Between 2000 and 2009 nearly half of all H-1B workers came from India. India-based outsourcing firms and IT solution firms like Wipro Technologies, Tata Consultancy Services and Infosys are responsible for the high number (49.6 percent) of Indian H-1B beneficiaries. Critics say these firms misuse the H-1B visa to outsource jobs to India.ⁱ (See end notes.) Between 2000 and 2009, 9 percent of workers came from China and 4.3 percent of workers came from Canada. Other countries with large numbers of H-1B workers are the United Kingdom, Pakistan, Taiwan and the Philippines.

³ Characteristics of H-1B Specialty Occupation Workers. U.S. Department of Homeland Security, Fiscal Year 2009 Annual Report.

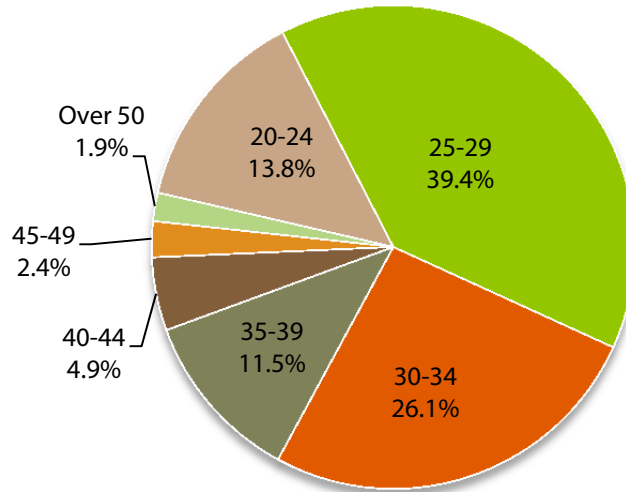
⁴ H-1B Program: Reforms Needed to Minimize the Risks and Costs of Current Program. Government Accountability Office, GAO 11-26, January 2011.

⁵ <http://www.flcdatacenter.com/CaseH1B.aspx>

Age of Petitioner

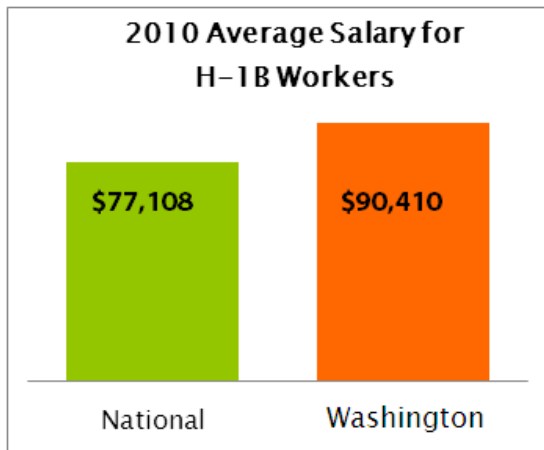
As depicted in the figure to the right, nearly 40 percent of beneficiaries were between the ages of 25 and 29 when they were first approved for an H-1B visa. Some 53 percent of initial H-1B petitions were for beneficiaries under the age of 30. Only 9.2 percent of initial H-1B petitions were filed for beneficiaries who were over age 40. The age distribution among petitions for continuing employment visas was even more concentrated, 85.6 percent of beneficiaries were between age 25 and 39 in 2009.

Age Distribution of Initial Employment Beneficiaries in 2009



Average Salary

According to myvisajobs.com, the average salary listed in the 2010 H-1B petitions was \$77,108. North Dakota listed the highest average salary for H-1B petitions in the U.S., an



average of \$121,283.⁶ Washington is a distant second with an average salary of \$90,410. Nationally, the highest wages go to fashion models, some of whom earn more than \$600,000 annually. For 2010 H-1B workers, the lowest average salary ranges were in Louisiana, Montana and Hawaii (\$57,000-60,000).

Education Level

Between 2006 and 2009, 99 percent of all H-1B beneficiaries had earned at least a bachelor's degree and 59 percent had earned at least a master's degree. In no year did more than one percent have less than a bachelor's degree. The education level is similar for both initial and continuing employment petitions.

⁶ See Table A.1 in the Appendix.

Top H-1B Visas by State

With over 50,000 H-1B visa petitions, California had the highest number of visa petitions certified in 2010. California is followed by New York with 33,000 H-1B certified visas and Texas with 23,000 certified visas.

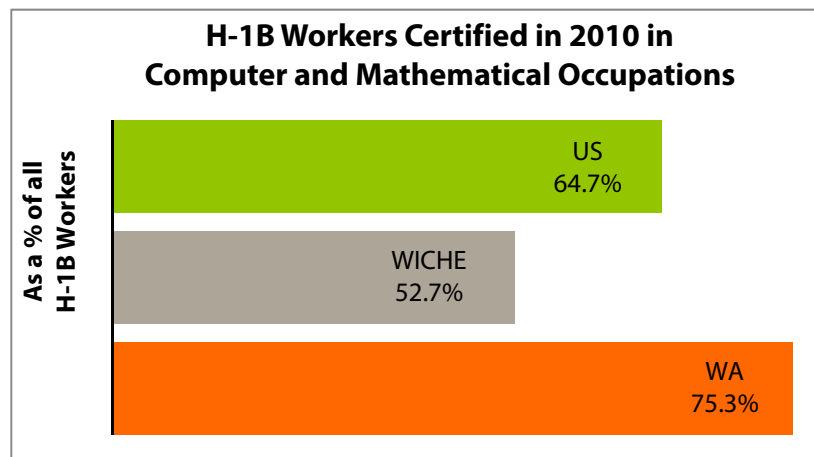
New Jersey has the highest density of H-1B workers certified in 2010, with nearly 38 H-1B workers per 10,000 residents. Montana and Wyoming have the lowest per capita H-1B workers certified in 2010, with less than 2

H-1B workers for every 10,000 residents. The U.S. has a per capita concentration of 16 workers certified in 2010 for every 10,000 residents.

Rank	Work State	Certified H-1B Visa Petitions	H-1B Workers per 10,000 Residents	Per Capita Rank
1	California	50,337	22.4	8
2	New York	32,914	26.7	5
3	Texas	22,770	15.5	14
4	New Jersey	18,320	37.9	1
5	Illinois	14,334	21.6	9
6	Florida	11,474	9.5	30
7	Massachusetts	11,268	27.6	4
8	Washington	9,791	26.3	6
9	Pennsylvania	9,699	13.7	17
10	Virginia	9,002	18.5	10

Computer and Mathematical Occupations

The largest percentage of H-1B workers are employed in Computer and Mathematical Occupations (CMOs). In 2010, 64.7 percent of all U.S. H-1B visas workers were certified to work in CMOs, a total of nearly 500,000 workers from 275,000 visa petitions. The percentage of H-1B workers certified in CMOs is lower in Western Interstate Commission for Higher Education (WICHE) states⁷ (52.7 percent) and higher in Washington (75.3 percent). The most prevalent occupations within this category are: Computer Programmers, Computer Software Engineers (System Software & Applications), Computer Systems Analysts, and All Other Computer Specialists.



⁷ WICHE member states are Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, North Dakota, Oregon, South Dakota, Utah, Washington and Wyoming. For comparison purposes, Washington data is excluded from WICHE calculations in this report.

In 2010, the USCIS certified 13,392 H-1B CMO workers in Washington, making it the state with the sixth highest number of CMO workers.⁸ California has the highest number of 2010 CMO H-1B workers with nearly 55,000 workers, followed by New Jersey, Texas, New York, and Illinois all with 20,000-25,000 workers.

As a percentage of H-1B workers, Washington’s share of CMO workers is 10 percentage points higher than the United States. In Washington, three out of every four H-1B workers certified in 2010 are in CMOs; furthermore, Washington CMO workers make up 4.2 percent of all CMO workers certified in the U.S. in 2010.

Washington H-1B Visas

Washington is the state with the 8th highest number of H-1B visa petitions certified in 2010. Many visa petitions were for more than one worker, so there were a total of 17,789 workers from the 9,791 visa petitions certified in 2010. This is the highest number of H-1B visas approved for Washington in the last eight years, and represents a 5 percent increase from 2009. With 26.3 H-1B workers for every 10,000 people Washington has the 6th highest density of workers certified in 2010, and the highest per capita concentration of H-1B workers of any WICHE state.

Infosys Technologies Limited—a global technology services company headquartered in Bangalore, India that has provided computer support services since 1981—was certified for the highest number of incoming 2010 H-1B beneficiaries; the company employs 22 percent of the workers that were certified in Washington. Microsoft employs 3,854 H-1B workers,⁹ which is 21 percent of Washington’s H-1B workers, Amazon has 9 percent, Wipro has 3 percent, and Fujitsu has 2 percent.

Top H-1B Employers in Washington	Number of Workers
Infosys Technologies	4,082
Microsoft	3,854
Amazon (all)*	1,716
Wipro Limited	625
Fujitsu America	411
HCL America	259
Safeway	247
Cognizant	230
University of Washington	199
Aditi Technologies	184
*Amazon has 4 different firms that use H-1B visas: Amazon Corporate, Amazon Global Resources, Amazon Fulfillment Services, and Amazon Web Services.	

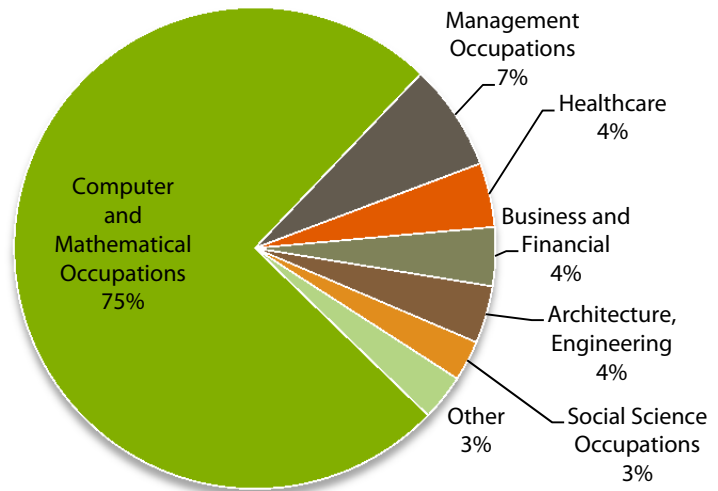
⁸ See Figure A.2 in the Appendix.

⁹ See Figure A.1 in the Appendix for a breakout of the occupations for which Microsoft employs H-1B workers.

Other well-known Washington companies who used H-1B workers in 2010:

- Boeing - 37 workers in a wide variety of occupations, including 10 Aerospace Engineers.
- Starbucks - 21 workers, mostly in Application Development.
- Nordstrom - 28 workers, mostly Programmer Analysts.
- Costco – 8 workers, including a computer systems analyst and an application developer.

2010 Washington H-1B Workers by Major Occupation Group



In 2010, the USCIS denied 752 visas for workers in Washington, and 534 petitions were withdrawn by the employer. The petition denial rate in the state was 7 percent, 5

percentage points lower than the national rate of 12 percent. The lower denial rate is due in part to one of the state's largest employers, Microsoft, having had just 1 percent of its visa petitions denied.

Occupational Category Workers in Washington

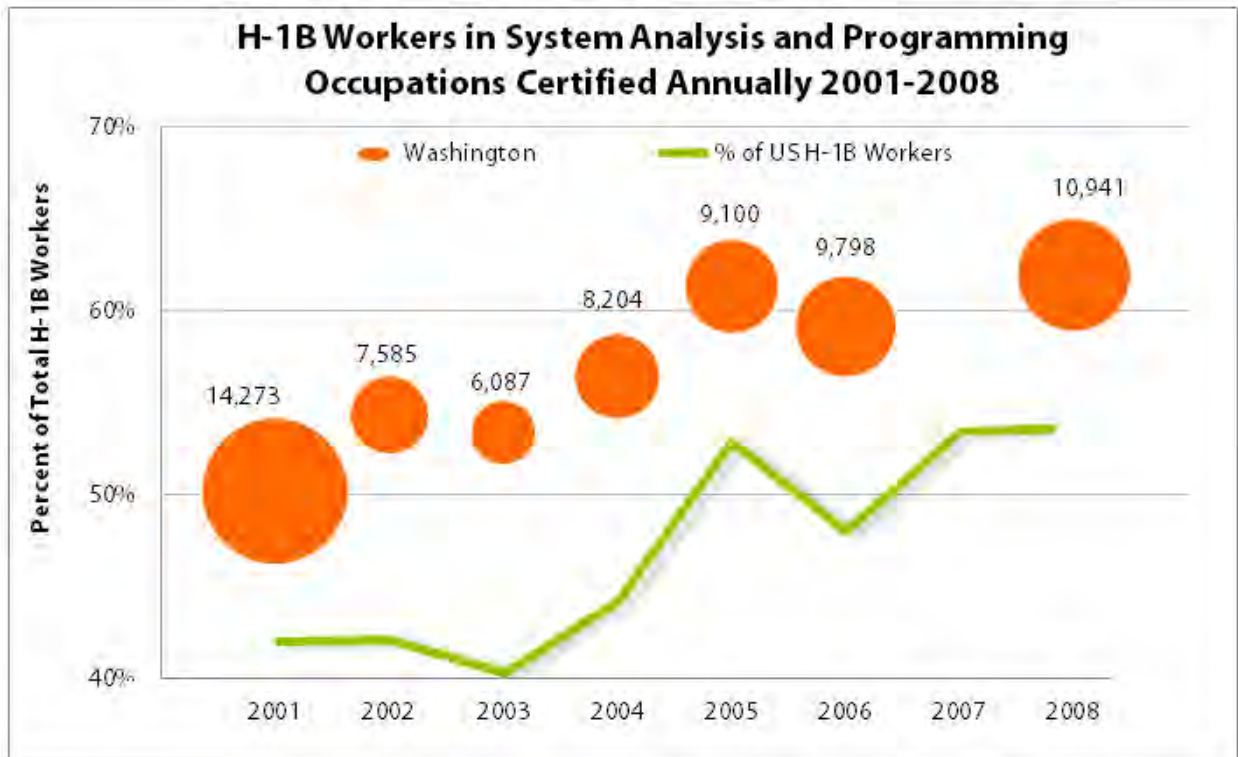
The majority of the H-1B workers certified to work in Washington in 2010 are in Computer and Mathematical Occupations. The Management Occupations category is the second largest category of incoming 2010 H-1B workers (7 percent), followed by Healthcare Occupations, Business and Financial Operations, and Architecture and Engineering Occupations with 4 percent each. Some commonly used occupations within the Healthcare category are Physicians, Pharmacists, Physical Therapists, and Speech Pathologists. The most frequently used visa job titles in Business and Financial Operations are Fiscal Analyst, Management Analyst, Accountants, Auditors, and Business Analysts.¹⁰

Computer and Mathematical Occupation Workers in Washington

Prior to 2010 the USCIS used Dictionary of Occupational Titles (DOT) to identify occupational categories; in 2010 the agency switched to Standard Occupational Codes (SOC). The

¹⁰ For a breakdown of the most frequently certified H-1B occupational categories in Washington State, WICHE, and the U.S. over the past 10 years, see the Technical Appendix.

occupational category, Systems Analysis and Programming, was the DOT precursor to the SOC's Computer and Mathematical Occupations. Between 2001 and 2009 nearly 80,000 workers in Systems Analysis and Programming Occupations were certified to work in Washington, up to 14,000 workers per year. Annually, this occupational category made up between 51 and 62 percent of all Washington H-1B workers.



The above figure contrasts Washington and U.S. data on H-1B workers certified to work in Systems Analysis and Programming Occupations between 2001 and 2008. The percentage of H-1B visas issued to workers in this field has increased in Washington over the past decade, from 50 percent in 2001 to 62 percent in 2008.¹¹ As can be seen, Washington's number of H-1B visa workers in this occupational area reached 14,273 workers in 2001. Although the numbers declined in subsequent years, the state's overall number of H-1B workers across all occupations shrunk at a faster rate. In 2008, when 10,941 H-1B workers were employed in Systems Analysis and Programming Occupations, their percentage of the state's total H-1B workers had risen to 62 percent, despite dropping by about a third in total workers.

Washington employers with large numbers of certified CMO workers in 2010 include Microsoft with 2,994 H-1B workers in 2010 and Amazon with 1,117. However, it's the Indian

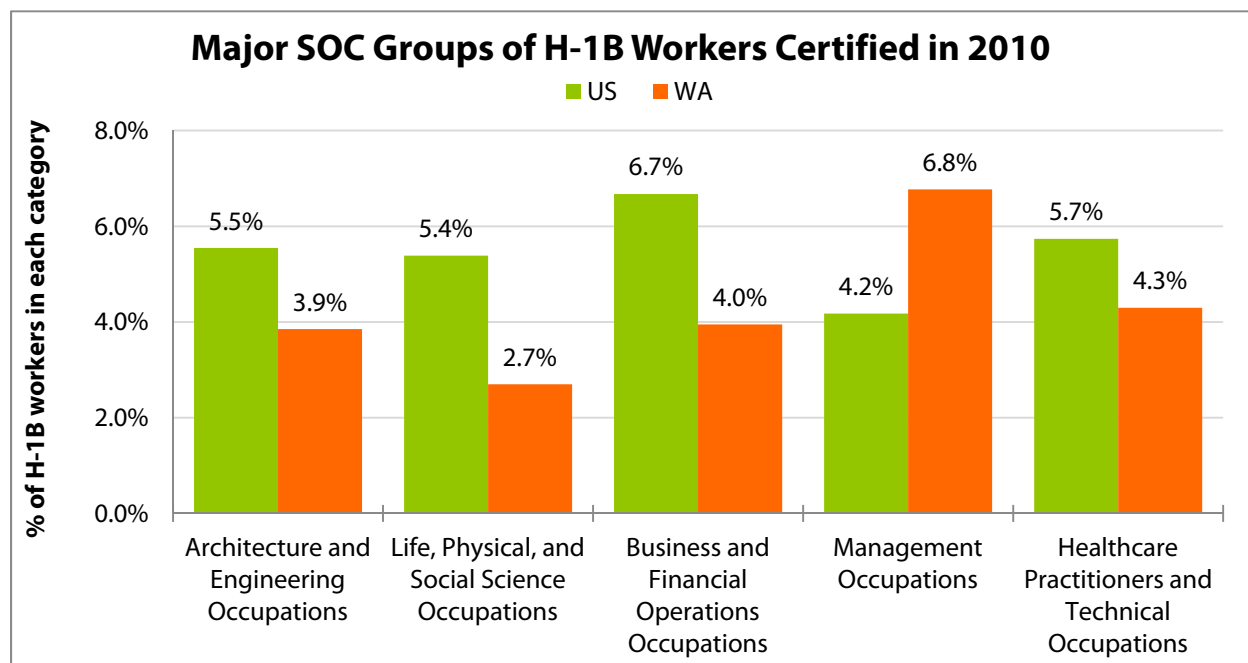
¹¹ The DOT's occupational coding system used to classify H-1B workers from 2001 to 2008. This was changed to SOC codes as of 2009. Accordingly, half of the 2009 and all of the 2010 occupation data was collected in SOC and is not represented in this graph, which only displays DOT occupational data. Additionally, the 2007 data transmitted by fax/e-file is not available and is not represented in this graph.

firm Infosys Technologies Limited, that had the highest number of CMO H-1B workers certified in 2010, both in Washington (3,937 workers), and nationwide (79,947 workers).¹²

Other Occupational Categories

The U.S. as a whole has a higher percentage of H-1B workers than Washington in many categories, including:

- Architecture and Engineering Occupations (U.S. 5.5%, WA 3.9%)
- Life, Physical, and Social Science Occupations (U.S. 5.4%, WA 2.7%)
- Business and Financial Operations Occupations (U.S. 6.7%, WA 4.0%)



However, Washington had a higher percentage of 2010 H-1B workers in Management Occupations. The majority of Washington’s H-1B workers employed in Management Occupations—762 of the 969 H-1B visas certified in 2010—were employed at Microsoft. The large majority (60 percent) of Microsoft’s H-1B workers in Management Occupations are Program Managers, another 11 percent are Product Managers.

¹² See Table A.2 in the Appendix.

The Impact of the H-1B Visa

The H-1B visa can be a polarizing issue in American politics. Critics say foreign workers are taking jobs away from American workers. Ron Hira of the Economic Policy Institute says, "The goal of the H-1B visa program has been to bring in foreign workers who complement the U.S. workforce. Instead, the loopholes in the program have made it too easy to bring in cheaper foreign workers who directly substitute for, rather than complement, workers already in the country. They are clearly displacing and denying opportunities to U.S. workers."¹³

On the other hand, supporters say that the H-1B visa program invigorates the economy and helps businesses succeed. Microsoft founder and chairman Bill Gates, in his testimony to the U.S. Senate in 2007, said that America, "face[s] a critical shortage of scientific talent. And there is only one way to solve that crisis today: Open our doors to highly talented scientists and engineers who want to live, work, and pay taxes here."¹⁴

A 2011 GAO report states, "If the H-1B program successfully provided needed skills for the U.S. economy, economic theory suggests that the program should contribute to long-run economic growth, which is beneficial for all workers." However, the GAO does concede that "Certain groups of U.S. workers may experience lower wages and employment as a result of the inflow of H-1B workers." The GAO also reports that it is difficult to determine the effect of H-1B workers on U.S. workers due to the change in the supply and demand for labor, as well as the changes in wages for both U.S. and foreign workers.

¹³ The H-1B and L-1 Visa Programs are Out of Control, Ron Hira, Economic Policy Institute. October 14, 2010.

¹⁴ Bill Gates Testimony to U.S. Senate, March 7, 2007.

Appendix

Table A.1 - Average H-1B Salary by State

Work State	H-1B Visas	Average Salary
North Dakota	137	\$121,283.00
Washington	4,967	\$90,410.00
Maine	199	\$87,252.00
Wyoming	51	\$85,542.00
Oregon	978	\$83,008.00
New York	15,768	\$82,942.00
Connecticut	2,018	\$82,303.00
South Dakota	95	\$82,031.00
California	23,548	\$81,412.00
Massachusetts	5,049	\$77,763.00
Minnesota	1,671	\$77,328.00
Arkansas	501	\$77,023.00
Arizona	1,544	\$76,641.00
Kentucky	573	\$76,499.00
Idaho	161	\$75,956.00
Mississippi	217	\$75,148.00
District of Columbia	1,355	\$75,012.00
Colorado	1,429	\$74,745.00
Delaware	678	\$74,420.00
Iowa	676	\$74,346.00
Wisconsin	1,192	\$74,304.00
Missouri	1,471	\$73,889.00
Michigan	2,834	\$73,639.00
New Jersey	8,079	\$73,517.00
Illinois	6,560	\$73,100.00
West Virginia	164	\$72,999.00

<i>Continued...</i>	H-1B Visas	Average Salary
New Hampshire	390	\$72,511.00
Virginia	4,067	\$72,472.00
North Carolina	2,483	\$72,423.00
Tennessee	1,288	\$72,331.00
Texas	10,144	\$71,919.00
New Mexico	320	\$71,907.00
South Carolina	599	\$71,627.00
Maryland	3,145	\$70,753.00
Indiana	1,252	\$70,473.00
Rhode Island	319	\$70,385.00
Pennsylvania	4,269	\$70,254.00
Nevada	470	\$69,451.00
Nebraska	416	\$69,065.00
Ohio	2,730	\$68,928.00
Alaska	97	\$68,379.00
Georgia	3,371	\$68,007.00
Kansas	577	\$67,973.00
Utah	515	\$67,311.00
Alabama	525	\$67,301.00
Florida	5,744	\$67,206.00
Vermont	107	\$66,899.00
Oklahoma	463	\$65,240.00
Hawaii	319	\$59,165.00
Montana	47	\$57,819.00
Louisiana	800	\$57,075.00

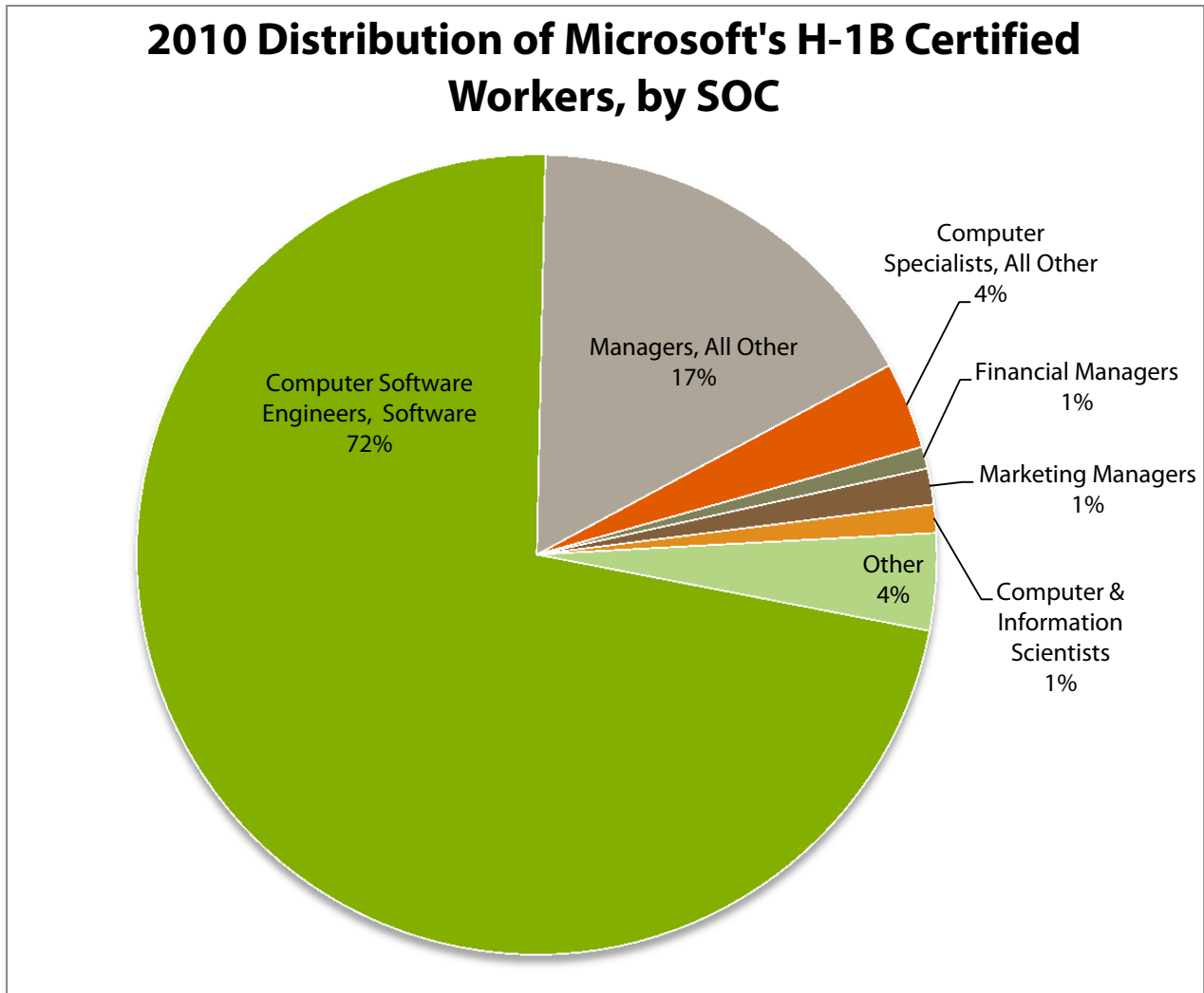
Source: myvisajobs.com

Table A.2 – Top U.S. Employers of Workers in Computer and Mathematical Occupations

Top 10 U.S. Employers of H-1B Workers in Computer and Mathematical Occupations in 2010	# of Certified Workers
Infosys Technologies Limited	79,947
Cognizant Technology Solutions U.S. Corporation	24,526
Wipro Limited	15,897
Oracle America, Inc.	13,002
Fujitsu America, Inc.	10,153
Itelligence, Inc.	7,140
Mphasis Corporation	6,559
Ibm India Private Limited	4,910
Microsoft Corporation	3,327
Accenture Technology Solutions	3,245
Hewlett-Packard Company	3,089
Mastech, Inc., A Mastech Holdings, Inc. Company	2,760
Deloitte Consulting LLP	2,494
Cisco Systems, Inc.	2,216
Syntel Consulting Inc	1,730
Csc Covansys Corporation	1,303
Ust Global Inc.	1,213
Satyam Computer Services Limited	1,198
Hcl America, Inc.	1,179
Amazon Corporate LLC	1,119
Syntel Inc.	1,101
Tata Consultancy Services Limited	1,097
PricewaterhouseCoopers, LLP	1,082
Mindtree Limited	840
Larsen & Toubro Infotech Limited	759
Grand Total	323,046

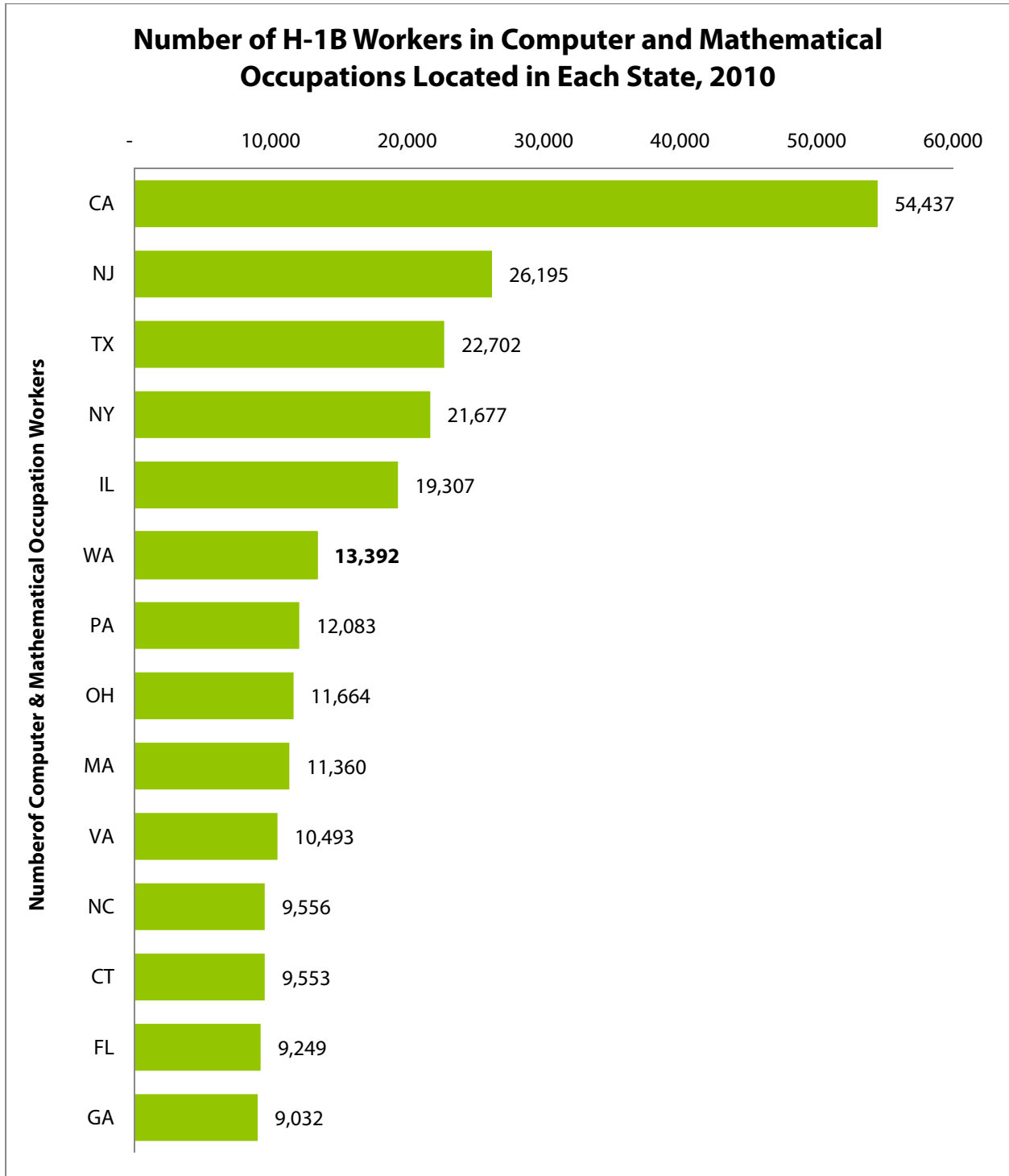
Source: <http://www.flcdatacenter.com/CaseH1B.aspx>

Figure A.1 – Standard Occupational Code Distribution of Microsoft’s H-1B Workers in 2010



Source: <http://www.flcdatacenter.com/CaseH1B.aspx>

Figure A.2 – H-1B Computer and Mathematical Occupation Distribution by State



Source: <http://www.flcdatacenter.com/CaseH1B.aspx>

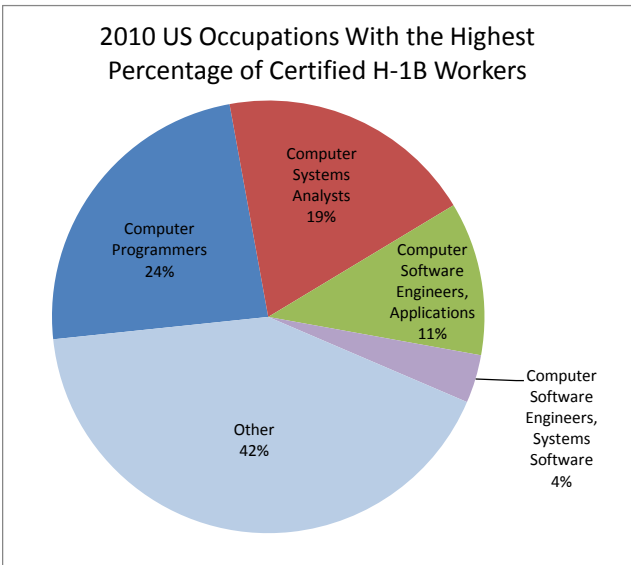
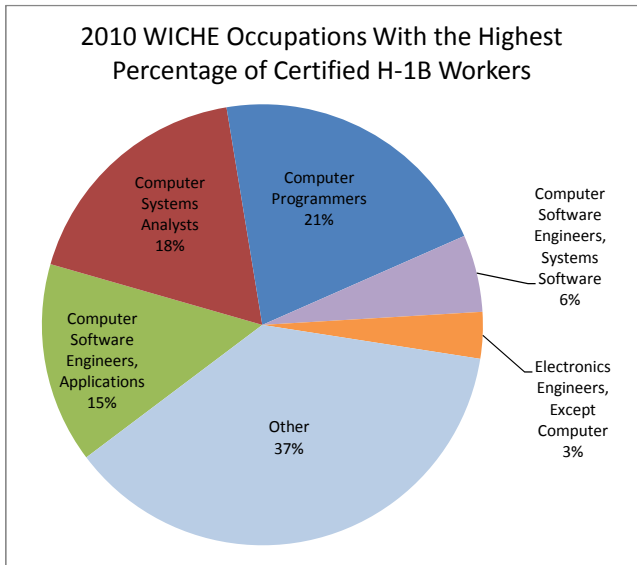
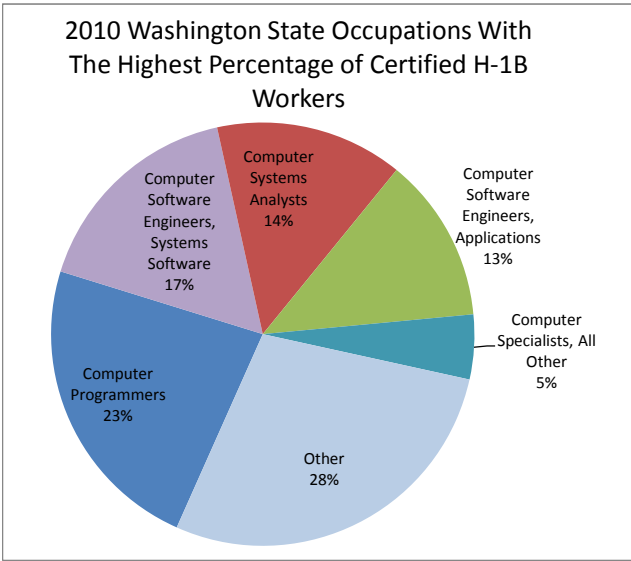
The text below references a note on Page 4 of this report that provides criticism about firms misusing the H-1B visa to outsource jobs to India.

ⁱ *“According to an industry organization representing the IT services industry, outsourcing firms that offshore work, typically call themselves IT solutions firms in order to differentiate themselves from staffing firms. Others view them as a different business model—that is, one that uses onshore staff to provide access to a large, less expensive offshore labor force. An example might be an offshore outsourcing firm that takes over an IT help desk department, and uses its onshore component (staffed by H-1B workers) to establish relationships with and manage projects for the client company in the United States, while using the offshore component to staff the help desk. As such, several of the IT services firms we contacted that conducted offshore outsourcing could be considered a hybrid between an IT staffing and a solutions firm, at times providing IT staff to work at client sites, at times offshoring IT work to their overseas component, and at times providing both onshore and offshore work for a client.”* (Government Accountability Office Report 11-26)

Technical Appendix - Annual Summary of H-1B Workers by Occupation

2010 Occupations with the Highest Percentage of H-1B Workers

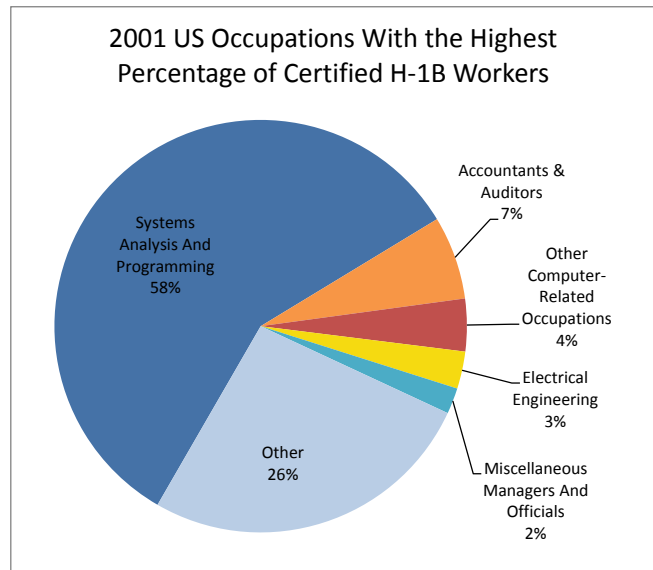
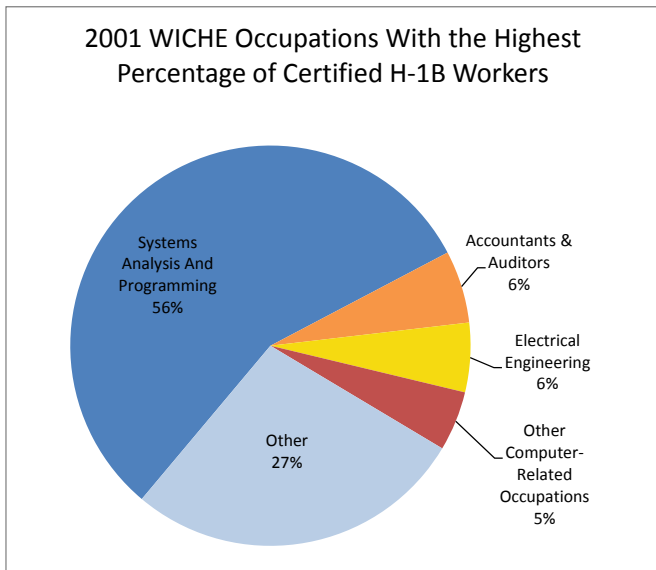
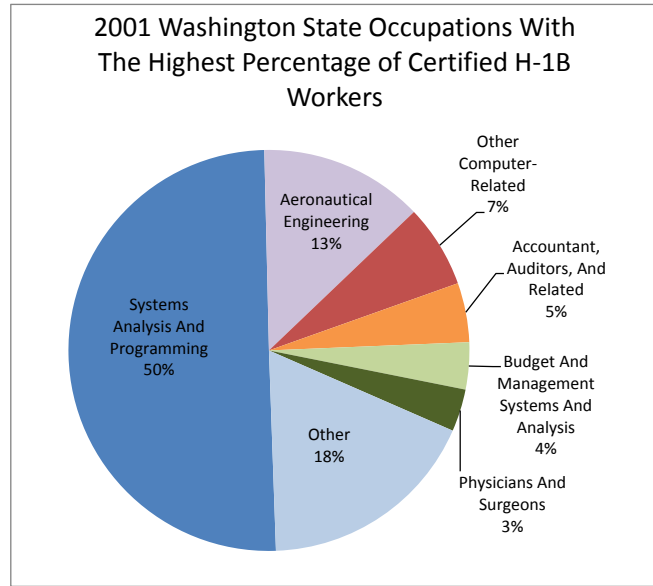
Top 5 WA Occupations Compared to WICHE/US*	WA	WICHE	US
Computer Programmers	23.0%	21.0%	24.0%
Computer Software Engineers, System Software	17.0%	6.0%	4.0%
Computer Systems Analysts	14.0%	18.0%	19.0%
Computer Software Engineers, Applications	13.0%	15.0%	11.0%
Computer Specialists, All Other	5%	2%	2.1%



*2010 Data uses Standard Occupational Codes, 2001-2009 uses Dictionary of Occupational Titles

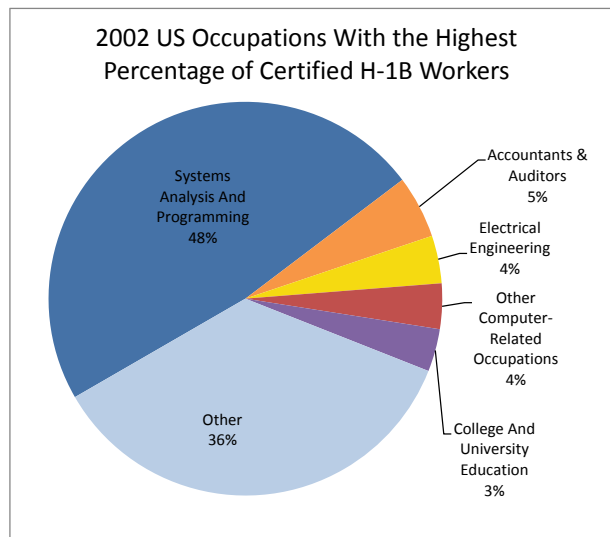
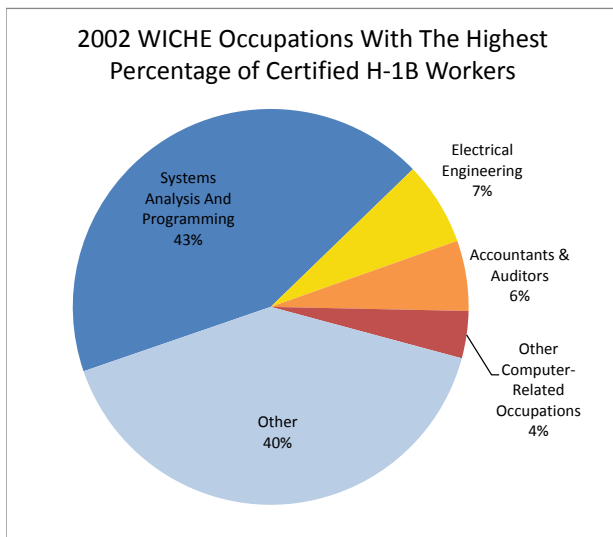
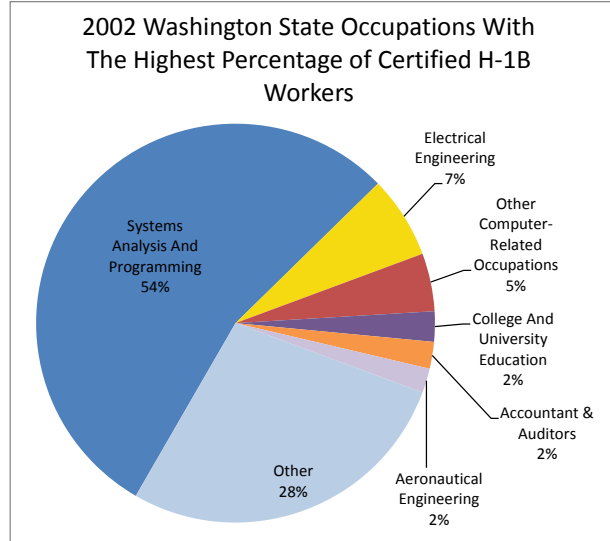
2001 Occupations with the Highest Percentage of H-1B Workers

Top 5 WA Occupations Compared to WICHE/US	Percent of WA Workers	Percent of WICHE Workers	Percent of US Workers
Systems Analysis And Programming	50.2%	56.2%	58.0%
Aeronautical Engineering	13.2%	0.3%	0.4%
Other Computer-Related	6.7%	4.8%	4.1%
Accountant, Auditors, And Related	4.8%	5.9%	6.5%
Budget And Management Systems And Analysis	3.8%	1%	1%



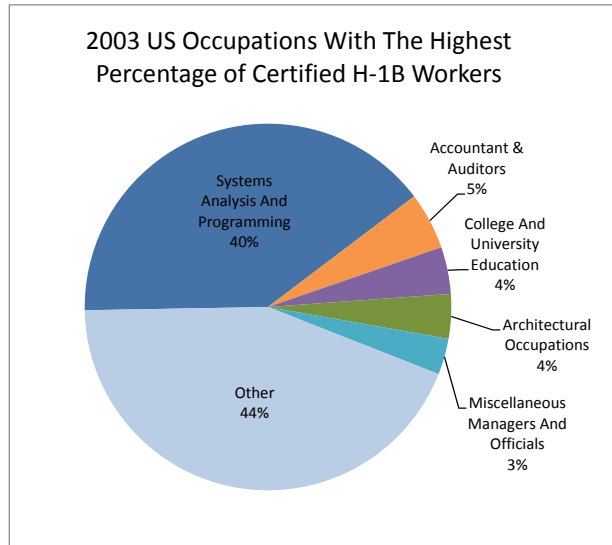
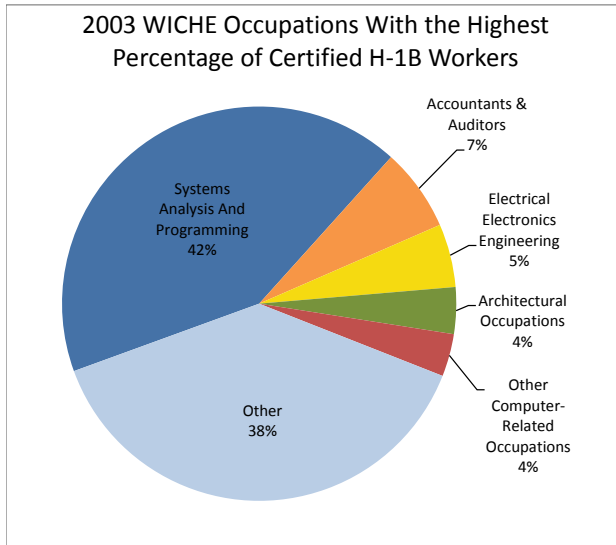
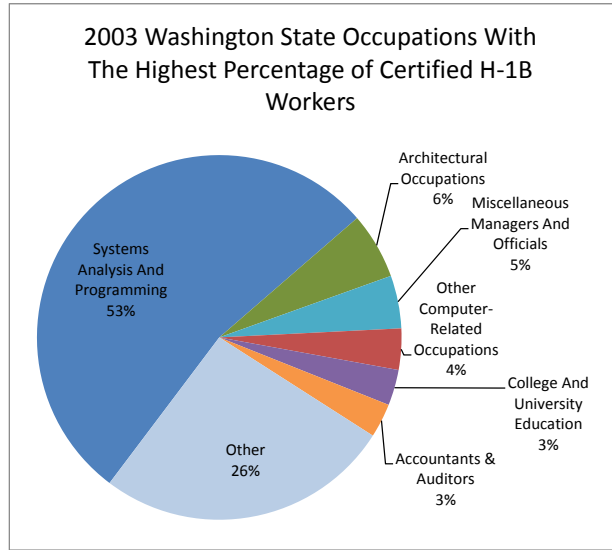
2002 Occupations with the Highest Percentage of H-1B Workers

Top 5 WA Occupations Compared to WICHE/US	Percent of WA Workers	Percent of WICHE Workers	Percent of US Workers
Systems Analysis And Programming	54.3%	43.0%	42.4%
Electrical/Electronics Engineering	6.7%	6.8%	3.5%
Other Computer-Related Occupations	4.7%	3.9%	3.3%
College And University Education	2.5%	1.6%	3.1%
Accountant & Auditors	2.2%	5.7%	4.5%



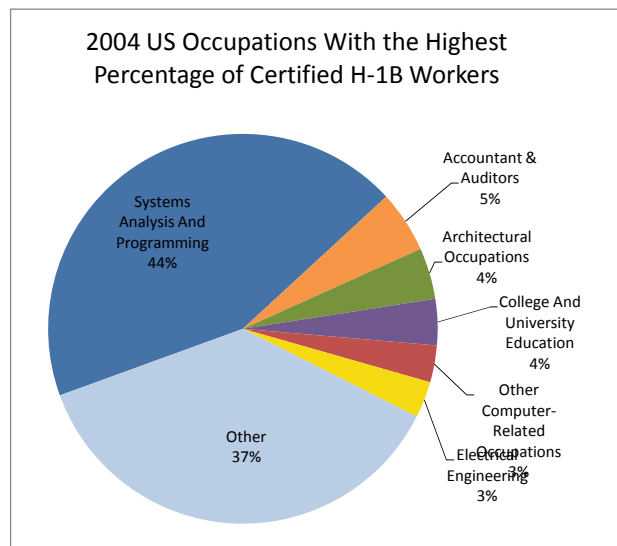
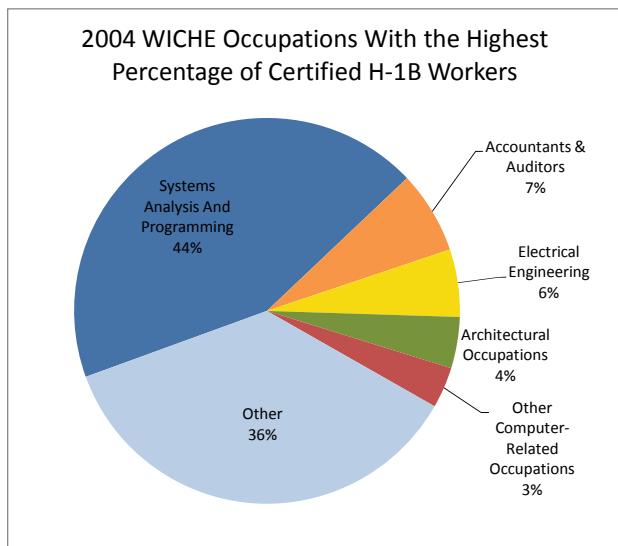
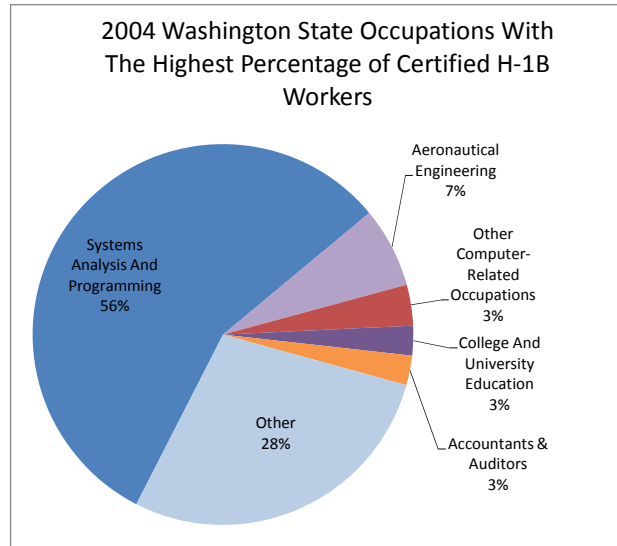
2003 Occupations with the Highest Percentage of H-1B Workers

Top 5 WA Occupations Compared to WICHE/US	WA	WICHE	US
Systems Analysis And Programming	53.4%	42.2%	40.0%
Architectural Occupations	5.9%	3.8%	3.9%
Miscellaneous Managers And Officials	4.7%	3.2%	3.2%
Other Computer-Related Occupations	3.7%	3.5%	2.7%
College And University Education	3.2%	2.2%	4.1%



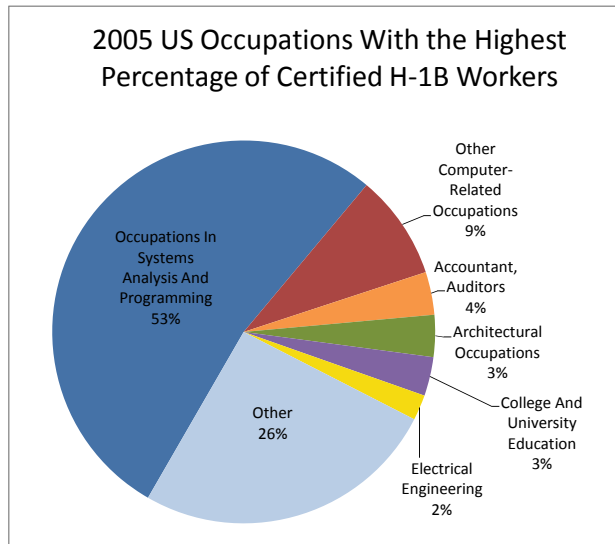
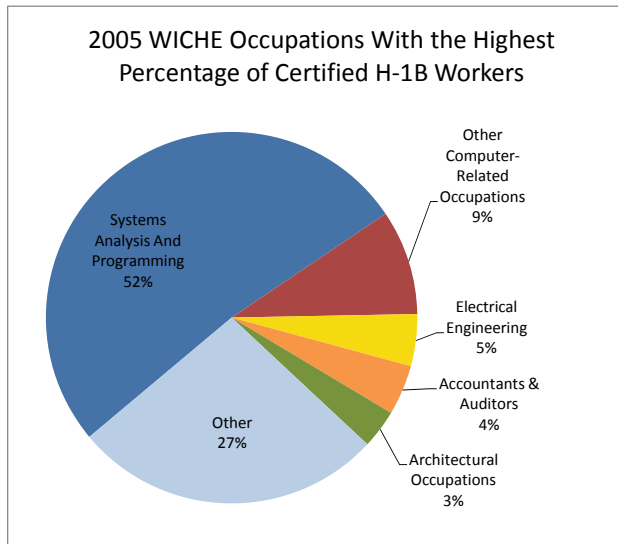
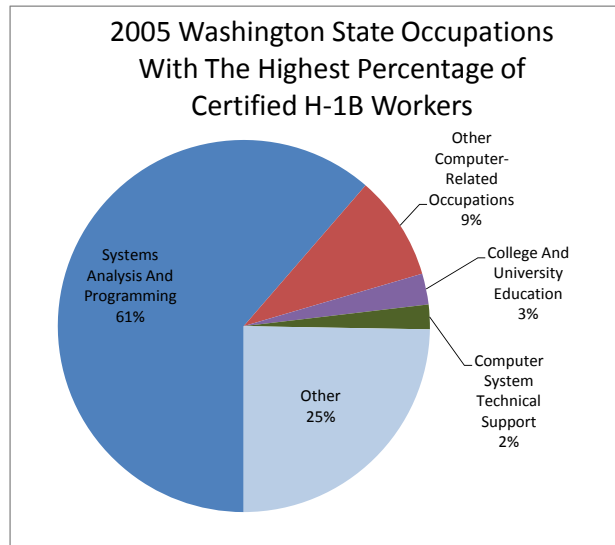
2004 Occupations with the Highest Percentage of H-1B Workers

Top 5 WA Occupations Compared to WICHE/US	WA	WICHE	US
Systems Analysis And Programming	56.5%	43.5%	43.7%
Aeronautical Engineering	6.8%	0.2%	0.3%
Other Computer-Related Occupations	3.5%	3.4%	3.1%
College And University Education	2.5%	2.1%	3.8%
Accountants & Auditors	2.5%	6.9%	5.1%



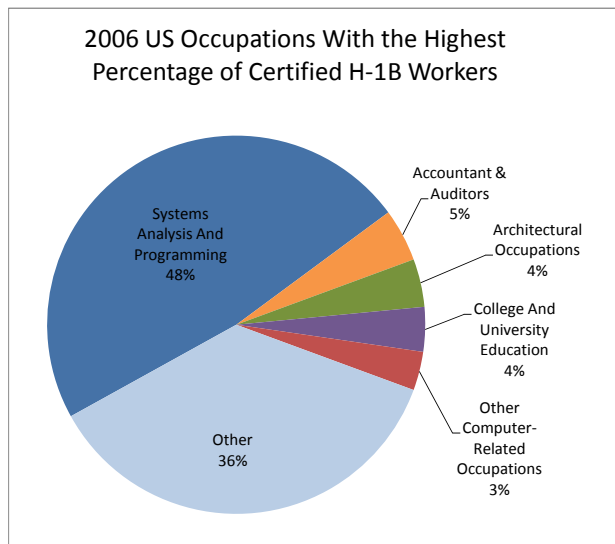
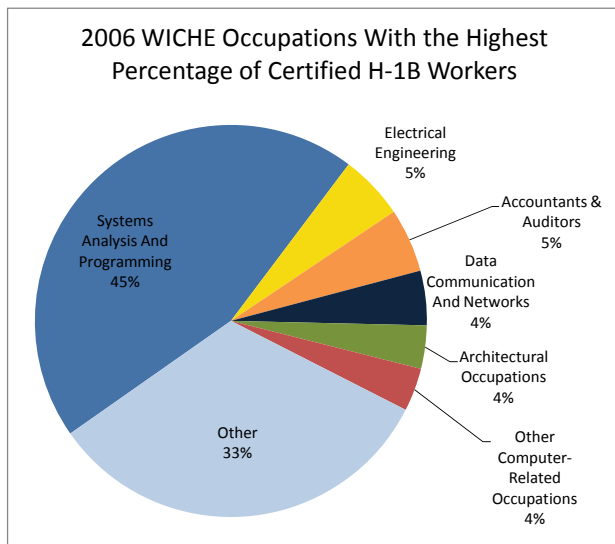
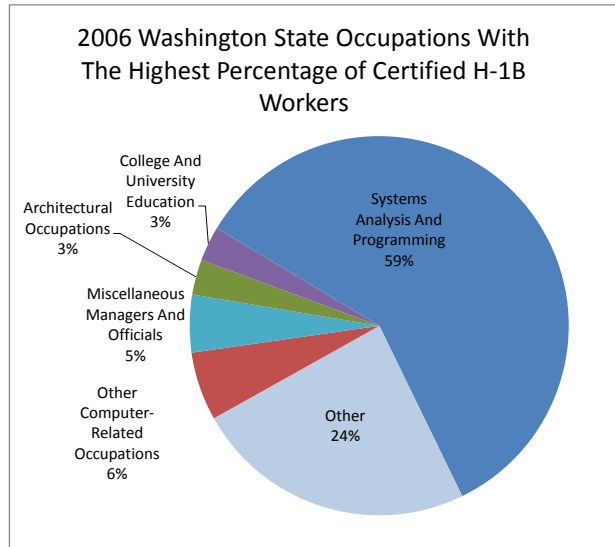
2005 Occupations with the Highest Percentage of H-1B Workers

Top 5 WA Occupations Compared to WICHE/US	WA	WICHE	US
Systems Analysis And Programming	61.4%	51.7%	52.8%
Other Computer-Related Occupations	9.1%	9.1%	8.9%
College And University Education	2.7%	2.1%	3.3%
Computer System Technical Support	2.1%	0.4%	0.3%
Accountant, Auditors, And Related Occupations	2%	4.4%	4%



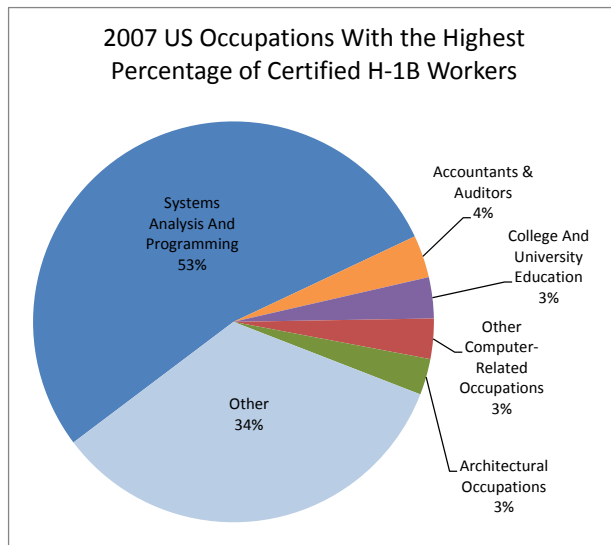
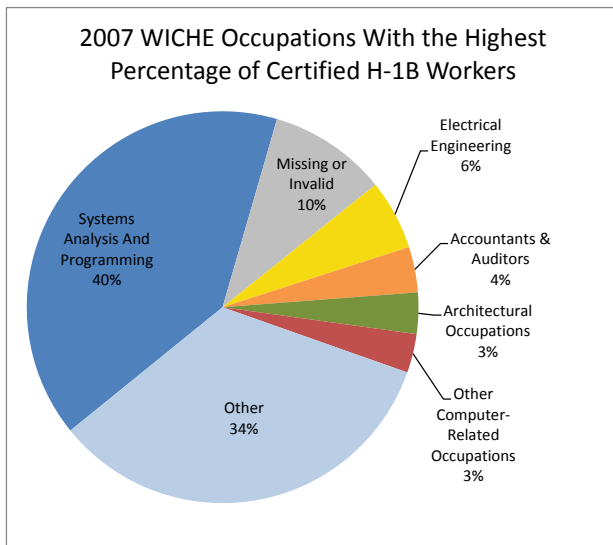
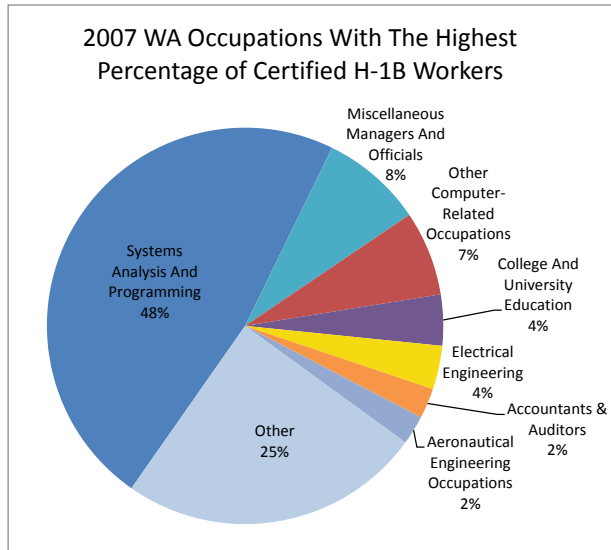
2006 Occupations with the Highest Percentage of H-1B Workers

Top 5 WA Occupations Compared to WICHE/US	WA	WICHE	US
Systems Analysis And Programming	59.2%	45.0%	47.9%
Other Computer-Related Occupations	5.9%	3.6%	3.3%
Miscellaneous Managers And Officials	4.9%	1.5%	1.5%
Architectural Occupations	3.0%	3.6%	4.1%
College And University Education	3.0%	2.6%	3.8%



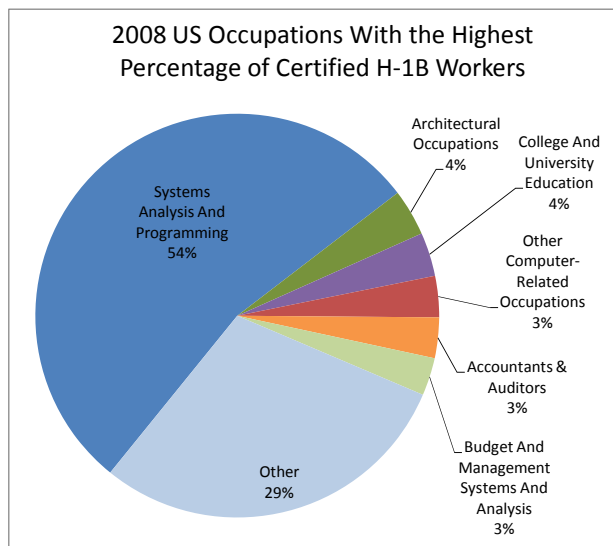
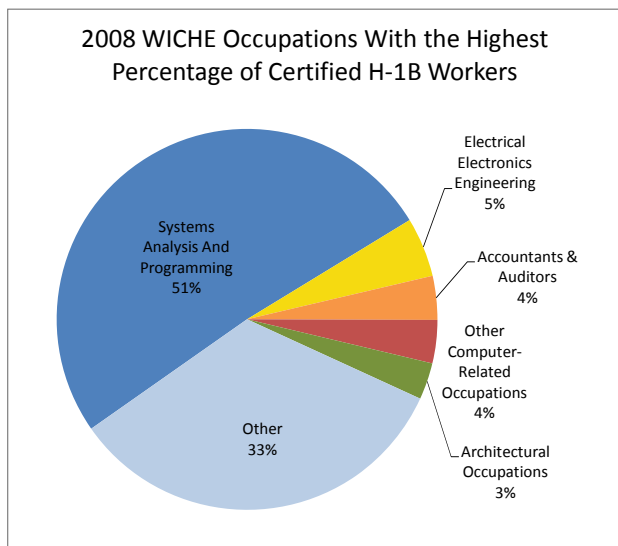
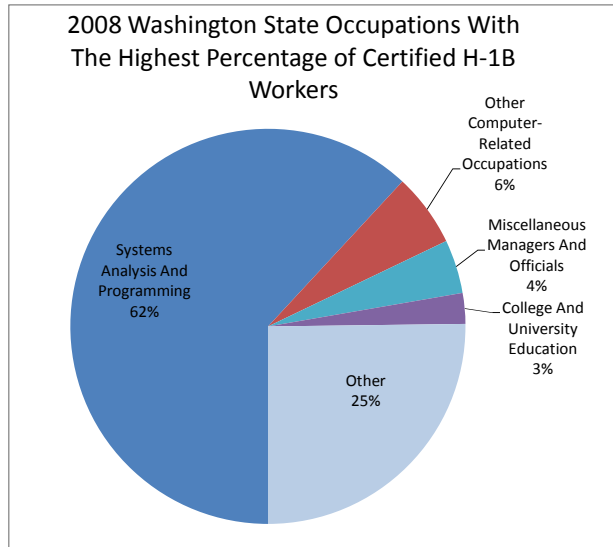
2007 Occupations with the Highest Percentage of H-1B Workers

Top 5 WA Occupations Compared to WICHE/US	WA	WICHE	US
Systems Analysis And Programming	47.5%	40.0%	53.0%
Miscellaneous Managers And Officials	8.3%	2.1%	1.5%
Other Computer-Related Occupations	6.9%	3.2%	3.2%
College And University Education	4.2%	2.4%	3.2%
Electrical/Electronics Engineering	3.6%	5.8%	2.4%



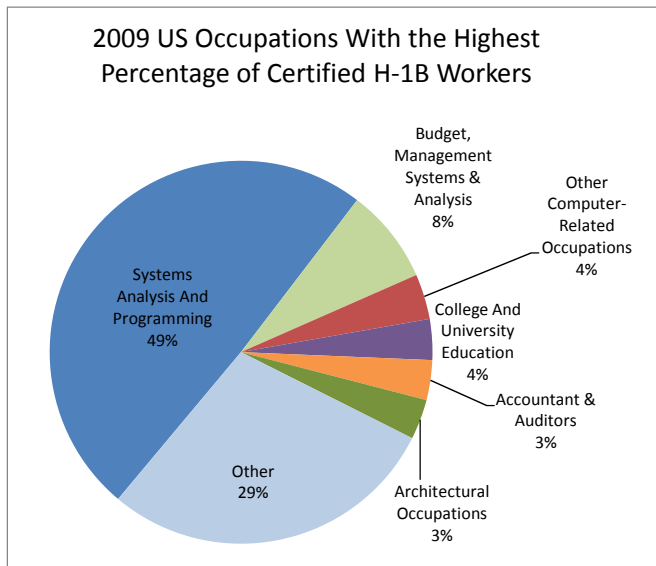
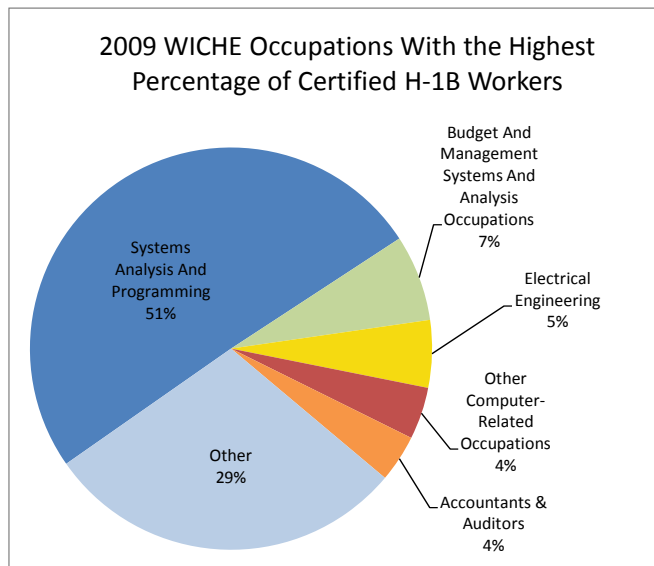
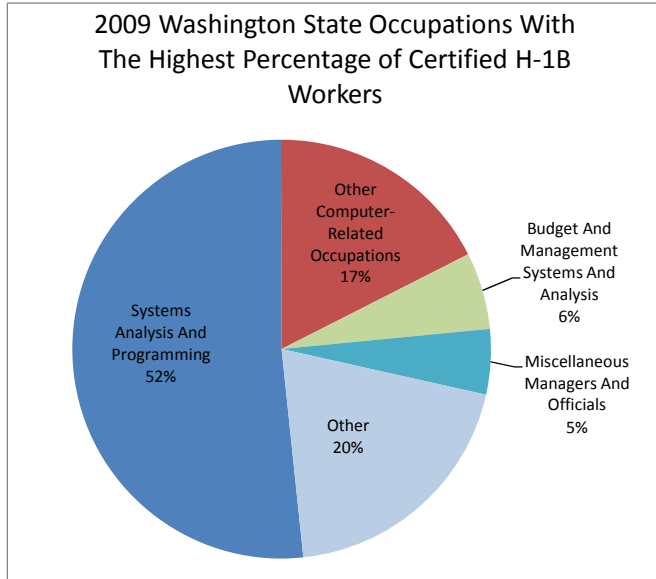
2008 Occupations with the Highest Percentage of H-1B Workers

Top 5 WA Occupations Compared to WICHE/US	WA	WICHE	US
Systems Analysis And Programming	61.9%	51.0%	53.8%
Other Computer-Related Occupations	6.0%	3.7%	3.3%
Miscellaneous Managers And Officials	4.4%	1.5%	1.2%
College And University Education	2.5%	2.4%	3.5%
Budget And Management Systems And Analysis Occupations	2%	2.9%	3%



2009 Occupations with the Highest Percentage of H-1B Workers

Top 5 WA Occupations Compared to WICHE/US	WA	WICHE	US
Systems Analysis And Programming	51.6%	50.5%	49.3%
Other Computer-Related Occupations	17.6%	4.2%	3.8%
Budget And Management Systems And Analysis	5.9%	6.9%	8.0%
Miscellaneous Managers And Officials	5.0%	1.3%	1.4%
Occupations In College And University Education	1.9%	2.5%	4%



2010 Occupations with the Highest Percentage of H-1B Workers

Top 5 WA Occupations Compared to WICHE/US	WA	WICHE	US
Computer Programmers	23.0%	21.0%	24.0%
Computer Software Engineers, System Software	17.0%	6.0%	4.0%
Computer Systems Analysts	14.0%	18.0%	19.0%
Computer Software Engineers, Applications	13.0%	15.0%	11.0%
Computer Specialists, All Other	5%	2%	2.1%

