

# Foreign Labor Certification

International talent helping meet employer demand

## Performance Report

October 1, 2006 – September 30, 2007



U.S. Department of Labor  
Employment and Training Administration  
Office of Foreign Labor Certification



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# Introduction

The Immigration and Nationality Act (INA) regulates the admission of foreign nationals into the United States and designates the Secretary of Homeland Security and the Secretary of State as the principal administrators of its provisions. The U.S. Congress sets the ceiling on the number of foreign workers who may enter the country as immigrants in particular visa categories as well as in certain non-immigrant work-based visas. Generally, employment-based immigration represents approximately 13 percent of our nation's total legal immigration. Many types of employment-based non-immigrant visas, as well as two of the employment-based immigrant visa preferences, require a labor certification as a pre-requisite to the admission of foreign workers. For employment-based visas (both immigrant and non-immigrant) requiring labor certification, the process generally involves the Department of Labor (Department or DOL), the Department of Homeland Security (DHS), and the Department of State (State or DOS). Continuing a trend, in fiscal year (FY) 2007 employer demand grew steadily and visibly across the programs administered by DOL's Office of Foreign Labor Certification (OFLC) in the Employment and Training Administration (ETA).

The Department of Labor has two fundamental roles in the labor certification process delineated in the INA: first, making a determination as to the availability of able, willing, and qualified domestic workers (i.e., a test of the local labor market) and second, ensuring that the approval of a foreign worker in the requested position would not have an adverse effect on the wages and working conditions of similarly employed U.S. workers. OFLC receives and processes applications from employers who wish to obtain DOL's certification that a position is not able to be filled within the domestic labor market. The Secretary of Labor delegates the authority to make these determinations to ETA's OFLC. OFLC, often in conjunction with the respective State Workforce Agency

(SWA), determines whether American workers are available, able, willing, and qualified to perform the proposed work and whether the employment of the foreign workers would adversely affect the wages and working conditions of similarly employed U.S. workers. Employers, where required, must demonstrate that they made reasonable efforts to recruit American workers for the position and that they will pay at least the wage prevailing for the occupation in the area of intended employment.

OFLC certification of an employer's request for a certain number of workers is generally the first step in the process of employment-based admission to the United States. Employers may file labor certification applications with DOL requesting certification for a specific number of positions they are seeking to fill with foreign workers on a temporary basis under the visa categories H-1B, H-1B1, H-1C, E-3, H-2A, H-2B, and D-1. All employer-filed applications are evaluated by DOL and may be certified or denied. Certification of a position, however, is not a guarantee of an alien's admission, since many visa categories have numerical limitations or "caps" set by legislation and each individual alien must meet admission standards. The OFLC certifies employer requests for positions without regard to available visas.

In addition, many employers begin the process of securing lawful permanent residence in the United States for a foreign worker based on their permanent need for specific job skills through the Permanent Labor Certification Program (PERM).

Although each foreign labor certification program is unique, employers must complete similar requirements before a labor certification is issued. In general, the employer must complete the following steps to obtain a labor certification:

1. Ensure that the position meets the qualifying criteria for the requested labor certification program.
2. Complete and submit the necessary application and documentation.
3. Ensure that the wage offered to the foreign worker(s) equals or exceeds the prevailing wage for the occupation in the area of intended employment and has no adverse impact on the wages of American workers.
4. Ensure that the employer completely understands the requirements related to the foreign labor certification.
5. Except where not required by statute, conduct a labor market test to determine whether there are able, willing, and qualified U.S. workers.
6. Ensure that the employment of the alien will not adversely affect the working conditions of workers in the United States who are similarly employed.







# Highlights of 2007

**“Clearing up the Permanent Labor Certification backlog has been a Presidential Management Agenda priority and the job was completed on time, as promised. Thousands of people are no longer left waiting and wondering, and the Department is moving ahead with reforms to streamline existing foreign worker certification programs.”**

*– Secretary of Labor Elaine L. Chao*

OFLC provides national leadership and policy guidance and develops regulations and administrative procedures to carry out the responsibilities of the Secretary of Labor under the INA concerning aliens seeking admission to the United States to work on a temporary or permanent basis.

Major highlights of 2007 include eliminating the backlog of permanent labor certification applications filed before 2005; publishing proposed and final rules, including Labor Certification for the Permanent Employment of Aliens in the United States, Reducing the Incentives and Opportunities for Fraud and Abuse, and Enhancing Program Integrity; and issuing updated guidance for temporary programs. In total, more than 500,000 employer applications were processed requesting more than one million positions for permanent and temporary foreign labor certification. Over the course of FY 2007, the OFLC Web site posted Frequently Asked Questions (FAQs) related to the backlog, permanent labor certification, and H-2B temporary certification. These FAQs were posted to improve communication with the public and provide an ongoing means to clarify application or processing issues.

With more than 250,000 H-2B temporary positions certified in FY 2007, a Stakeholder Fact Sheet was created to provide guidance for potential employers checking the status of an application, with links to more information.

## OFLC ENDS PERMANENT LABOR CERTIFICATION PROGRAM BACKLOG

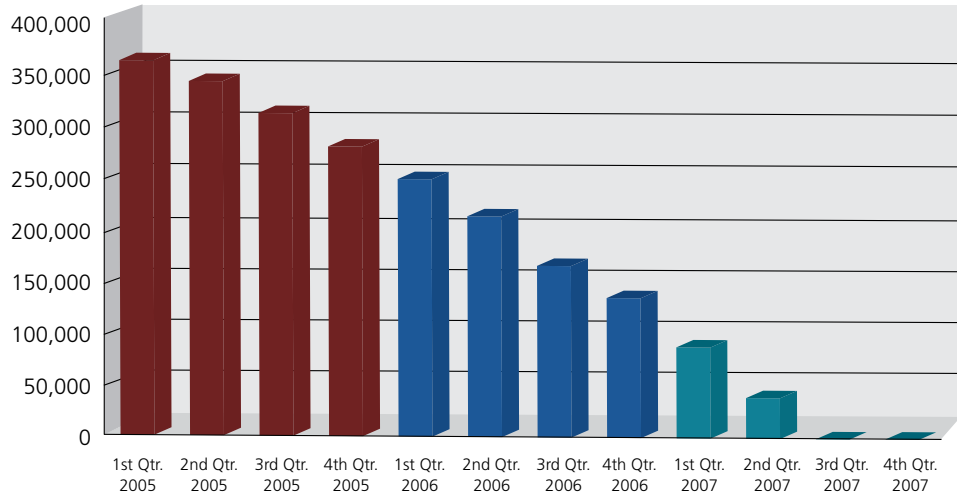
The Permanent Labor Certification Program's pre-PERM cases (filed prior to March 28, 2005) backlog was eliminated in 2007. Over nearly three years, more than 300 workers in two centers processed approximately 363,000 permanent labor certification applications filed prior to March 28, 2005.

Changes to the INA in both 1997 and 2000 contributed to an increase in applications filed under the program. As a result, processing times rose, and applications became backlogged for years. Attempts to curb the growing backlog began in 2001 and included regulatory and non-regulatory steps for processing the caseload efficiently. These efforts culminated with a number of actions beginning late in 2004, including the opening of temporary Backlog Elimination Centers (BECs) in Dallas and Philadelphia dedicated solely to processing these cases.

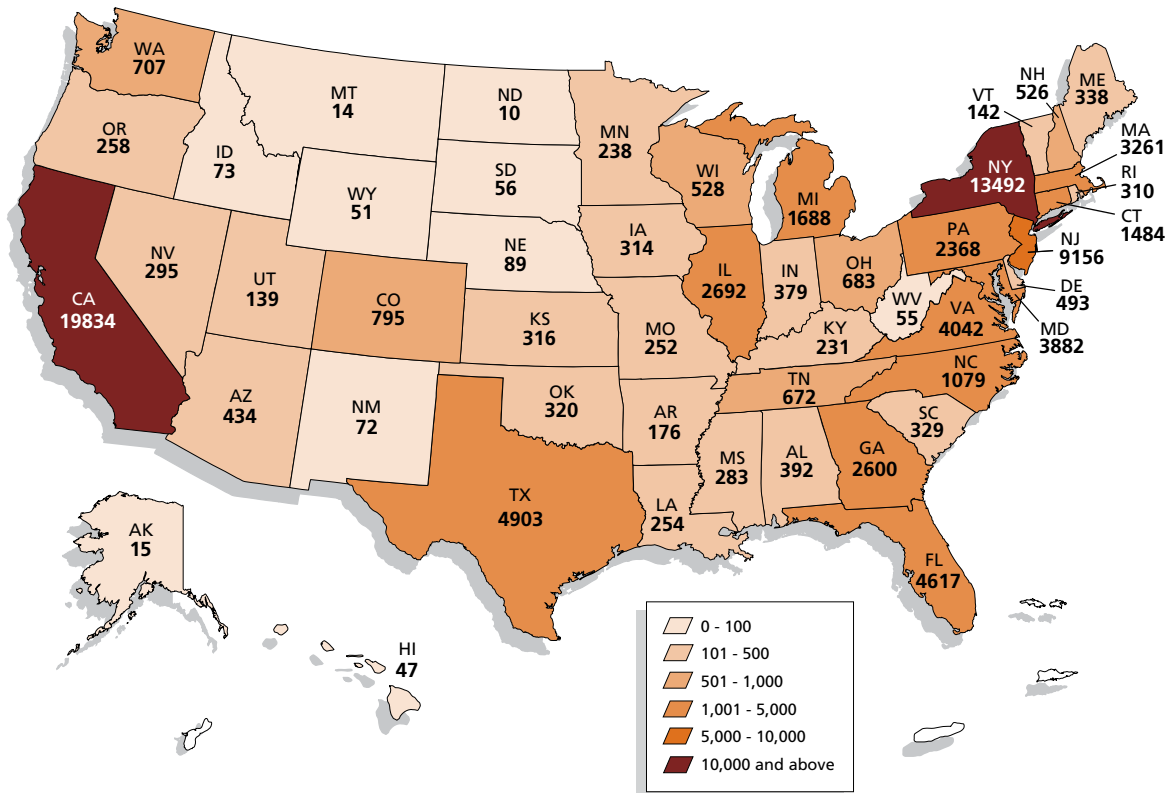
OFLC adopted several core strategies that helped to ensure the elimination of the backlog:

- **Re-engineering to Combine State and Federal Processing Roles.** Previously, applications for permanent labor certification were filed with the relevant SWA for preliminary review, correction, coordination with the applicant for missing or necessary information, and initial analysis. When the BECs were established, OFLC consolidated the state and Federal roles into one process, and placed Federal Certifying Officers on-site at the BECs.
- **Strategic Deployment of Federal and Contractor Support.** A critical element of eliminating the backlog was the effective deployment of contractor and Federal staff. Contractors performed basic processing functions such as data entry and handling files and correspondence, while the Federal staff made all adjudicatory decisions.
- **Development of an Integrated Information Technology System.** To improve application processing, OFLC created an application processing system with new software. Cases from both BECs were entered and initially processed using this single system in conjunction with staff review.
- **Setting and Achieving Aggressive Production Goals.** OFLC consistently used formal goal setting throughout the elimination of the backlog to set expectations, direct resources, enhance accountability, and encourage innovation. The target dates for these accomplishments were made public and served as benchmarks for success. The timely elimination of the backlog would not have been possible without careful attention to and accountability for aggressive production goals at all levels.

### ELIMINATION OF THE PERMANENT LABOR CERTIFICATION BACKLOG OF PRE-PERM CASES – 2005-2007



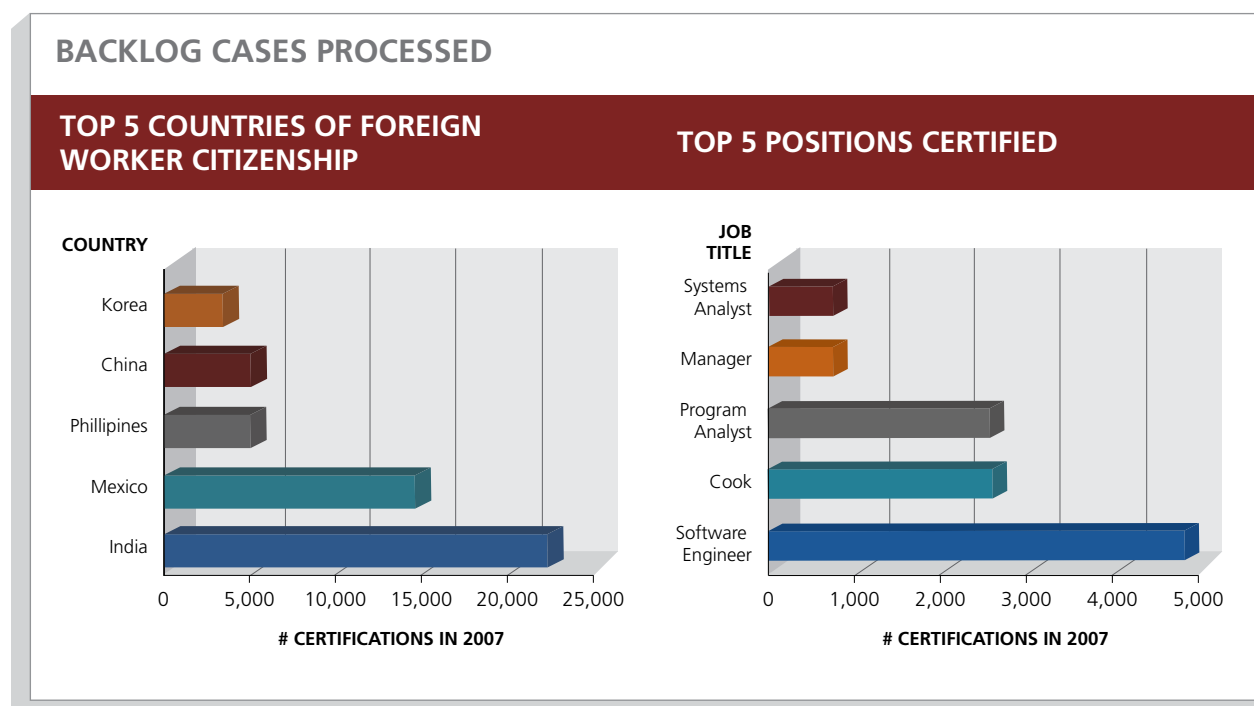
### CERTIFICATIONS AT BACKLOG ELIMINATION CENTERS BY STATE JANUARY-DECEMBER 2007



### Summary of Backlog Cases

The permanent labor certification program backlog of cases filed prior to March 28, 2005, and processed in 2007 mirrors in many respects the new PERM program summary data for FY 2007. India, Mexico, the Philippines, China, and South Korea were the top five countries of citizenship in both the backlog cases and the most recent PERM program data. In both pre-PERM and PERM case data, India had the largest number of country of worker origin certifications

granted. Of the backlog cases, more than 8,000 certifications were for positions in Information Technology, such as Software Engineer, Programmer Analyst, and Systems Analyst. In the PERM program data certifications in Information Technology were also the largest number, with occupations including Computer Software Engineer, Computer Systems Analyst, and Computer and Information Systems Manager.



	RECEIVED	PROCESSED	CERTIFIED
Pre-PERM	135,310	129,500	85,293*
PERM	98,753	98,753	85,112
<b>Total</b>	<b>234,063</b>	<b>233,804</b>	<b>170,405</b>

\*January-December 2007





# Permanent Foreign Labor Certification

## OVERVIEW

OFLC administers the Permanent Labor Certification Program or “PERM,” whereby employers with a current need may obtain certification for a permanent position that they have been unable to fill with domestic workers. With the exception of certain occupational sectors, employers must obtain an approved labor certification from OFLC before they can submit a permanent immigration petition to DHS. As part of the application process, employers must perform a “labor market test” to determine whether qualified U.S. workers are able, willing, and available in the area where the job will be performed. Employers must also demonstrate that employment of the foreign worker will not adversely affect the wages and working conditions of U.S. workers similarly employed, and they must pay the foreign worker at least the prevailing wage for the occupation.

## IMPROVING EFFICIENCY AND ACCOUNTABILITY

OFLC has instituted a series of system processing improvements designed to increase processing efficiency while enhancing the Department’s ability to detect and identify areas of suspected fraud and program abuse. Balancing these goals remains a significant challenge to a program growing in utilization and filing complexities.

Currently, the Department does not have statutory authority to charge employers a fee for processing permanent foreign labor certification applications. However, since employers benefit from the admission of these workers, it is appropriate that they pay the operating expense for this service. The Department has proposed in the President’s FY 2009 Budget

a cost-based fee to be paid by employers, and not the foreign workers, submitting applications to DOL for certification of permanent employment of immigrant aliens in the United States.

## PERMANENT LABOR CERTIFICATION PROGRAM: SELECT UPDATES

### Labor Certification for the Permanent Employment of Aliens in the United States; Reducing the Incentives and Opportunities for Fraud and Abuse and Enhancing Program Integrity

Effective July 16, 2007, the Department amended its permanent labor certification regulations to enhance program integrity and reduce the incentives and opportunities for fraud and abuse related to the permanent employment of foreign workers in the United States.

For more than 15 years, the Department has expressed concern that various immigration practices, including substitution of one foreign worker for another, were subject to a high degree of fraud and abuse. This concern was heightened by a number of recent criminal prosecutions by the Department of Justice (DOJ), as well as recommendations from the DOJ and DOL's Office of Inspector General.

The Department review of recent prosecutions by DOJ, in particular, revealed that the ability to substitute alien beneficiaries had turned labor certifications into commodities that were being sold by unscrupulous employers, attorneys, or agents to those seeking permanent residence. The ability to sell labor certifications was greatly enhanced by their open-ended validity, providing a lengthy period during which a certification could be marketed. For many of these certifications, the job was fictitious. For others, the job in question existed but was never truly open to

U.S. workers. Rather, the job was steered to a specific alien in return for a substantial fee, or kickback.

The final regulation imposes clear limits on the acquisition and use of permanent labor certification applications and certifications. The rule conveys key measures established to enhance the integrity of the Permanent Labor Certification Program. The regulation continues the efforts that the Department initiated several years ago to construct a deliberate, coordinated fraud reduction and prevention framework within the Permanent Labor Certification Program.

#### KEY PROVISIONS OF REGULATION

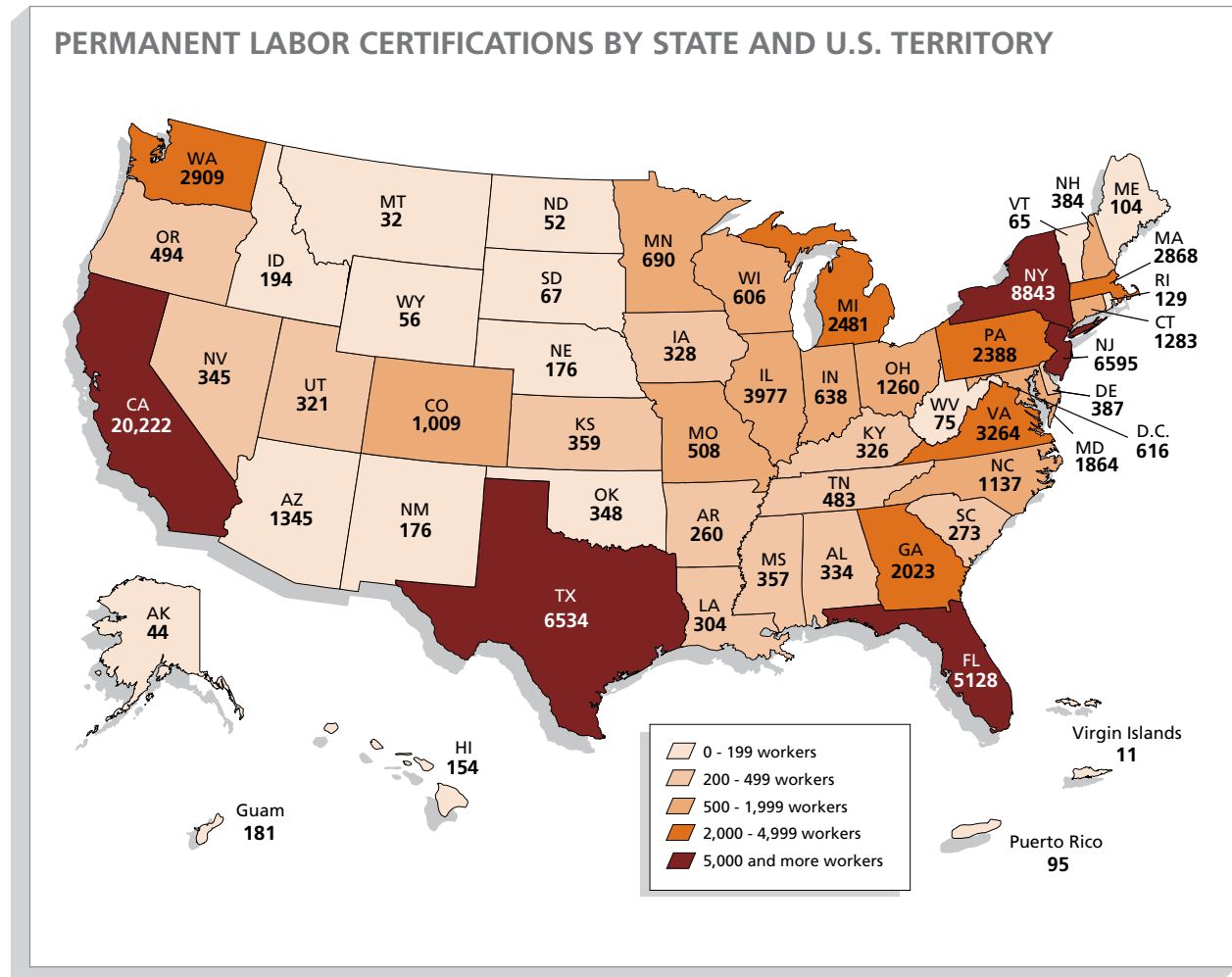
- Prohibits the substitution of alien beneficiaries on permanent labor certification applications and resulting certifications.
- Provides a 180-day validity period for approved labor certifications.
- Prohibits the sale, barter, or purchase of permanent labor certifications and applications.
- Requires employers and not foreign workers to pay the costs of preparing, filing, and obtaining labor certification.
- Reinforces existing law pertaining to the submission of fraudulent or false information.
- Establishes procedures for debarment from the Permanent Labor Certification Program.



## EMPLOYER DEMAND FOR PERMANENT LABOR CERTIFICATION GROWS

In FY 2006, 80,029 positions were certified for permanent labor certification. This number does not include cases filed prior to March 28, 2005 processed at OFLC's BECs. There was a 6 percent increase overall in cases certified for FY 2007, with 98,753 PERM applications processed (an additional 85,293 backlog applications were processed from January through December 2007), resulting in 85,112 certifications.

Of the 85,112 PERM certifications, more than 28,000 (33 percent) were in Professional, Scientific, and Technical Services, a 10 percent increase or nearly 3,000 positions over FY 2006. Under the North American Industry Classification System (NAICS), this industry title includes occupations in Legal Services, Accounting, Computer Systems Design, Scientific Research, Advertising, and Public Relations.



The top five states of intended employment for FY 2007, based upon PERM-only data, were California (20,222 positions certified), New York (8,843 positions certified), New Jersey (6,595 positions certified), Texas (6,534 positions certified), and Florida (5,128 positions certified). New Jersey and New York each added just over 1,000 more job certifications from 2006. The number of labor certifications in Oregon was reduced by half from FY 2006—from 856 to 494 in FY 2007. Most positions were in Advanced Manufacturing occupations concentrated in Knoxville and Memphis, Tenn.

**PERMANENT LABOR CERTIFICATIONS (PERM ONLY) BY  
NORTH AMERICAN INDUSTRY CLASSIFICATION SYSTEM (NAICS)**

NAICS CODE	INDUSTRY TITLE	FY 2006 CASES CERTIFIED	FY 2007 CASES CERTIFIED	PERCENT CHANGE IN CERTIFICATIONS
54	Professional, Scientific, and Technical Services	25,508	28,164	<b>10%</b>
31-33	Manufacturing	12,835	12,783	<b>- 0.4%</b>
61	Educational Services	5,778	6,193	<b>7%</b>
62	Healthcare and Social Assistance	5,609	5,623	<b>0.2%</b>
72	Accommodation and Food Services	5,099	4,616	<b>- 9%</b>
52	Finance and Insurance	3,376	3,987	<b>18%</b>
23	Construction	3,426	3,877	<b>13%</b>
44-45	Retail Trade	3,376	3,000	<b>- 11%</b>
81	Other Services (except Public Administration)	2,821	2,787	<b>- 1%</b>
42	Wholesale Trade	2,493	2,510	<b>1 %</b>
51	Information Technology	3,616	2,495	<b>- 31%</b>
56	Administrative and Support and Waste Management and Remediation Services	1,916	1,825	<b>- 5%</b>
11	Agriculture, Forestry, Fishing and Hunting	631	952	<b>51%</b>
48-49	Transportation and Warehousing	1,094	924	<b>- 16%</b>
53	Real Estate and Rental and Leasing	817	738	<b>- 10%</b>
71	Arts, Entertainment, and Recreation	346	368	<b>6%</b>
21	Mining	144	364	<b>153%</b>
55	Management of Companies and Enterprises	262	293	<b>12%</b>
92	Public Administration	253	273	<b>8%</b>
22	Utilities	197	209	<b>6%</b>
	<b>All Industry Classifications</b>	<b>79,597</b>	<b>81,981</b>	<b>3%</b>
	<b>No Industry Classification</b>	<b>432</b>	<b>3,131</b>	<b>625%</b>
	<b>TOTAL</b>	<b>80,029</b>	<b>85,112</b>	<b>6%</b>

Many of these jobs require some postsecondary education; they require workers to have knowledge, skills, and critical thinking to match the demands of the job. The positions described above offer an opportunity for the workforce system to strategically plan for training and educational improvements to meet growing employer needs.

OFLC PERM certifications in Information Technology decreased from 3,616 in FY 2006 to 2,495 in FY 2007 (31 percent). Under NAICS, this industry title includes occupations in Publishing, Motion Pictures, Telecommunications, Data Processing, and Internet Publishing.

The number of certifications granted for occupations in Mining was relatively low overall, yet the category showed the largest increase at 153 percent. Occupations in Finance and Insurance, Construction, and Management of Companies and Enterprises increased at least 10 percent from FY 2006. Occupations in Transportation and Warehousing, Real Estate and Rental and Leasing, and Retail Trade all decreased at least 10 percent from FY 2006. Certifications in other industry sectors remained relatively unchanged from FY 2006 figures.

**OCCUPATIONS WITH MORE THAN 1,000 PERMANENT LABOR CERTIFICATIONS (PERM ONLY)**

SOC Occupational Code	SOC Occupational Title	FY 2007 PERM Cases Certified	FY 2007 PERM Certification Average Annual Wage Offer <sup>2</sup>	National Average Annual Salary <sup>1</sup>	Percent Difference
15-1031	Computer Software Engineers, Applications	9,844	\$76,820	\$82,000	-7%
15-1032	Computer Software Engineers, Systems Software	5,716	\$81,527	\$87,250	-7%
15-1051	Computer Systems Analysts	4,012	\$68,104	\$72,230	-6%
35-2014	Cooks, Restaurant	2,642	\$24,445	\$21,020	14%
11-3021	Computer and Information Systems Managers	2,235	\$85,118	\$107,250	-26%
17-2072	Electronics Engineers, Except Computer	2,090	\$81,064	\$82,820	-2%
13-2051	Financial Analysts	1,744	\$76,271	\$77,280	-1%
19-3021	Market Research Analysts	1,587	\$52,673	\$65,930	-25%
17-2071	Electrical Engineers	1,488	\$72,283	\$78,900	-9%
15-1021	Computer Programmers	1,340	\$62,283	\$69,500	-12%
17-2141	Mechanical Engineers	1,323	\$69,019	\$72,580	-5%
17-2051	Civil Engineers	1,111	\$64,162	\$72,120	-12%
11-2021	Marketing Managers	1,035	\$73,519	\$107,610	-46%

<sup>1</sup>Bureau of Labor Statistics, May 2006 National Occupational Employment and Wage Estimates. BLS average wages are estimated mean annual wages computed by taking the estimated total annual wages of an occupation and dividing it by its estimated employment. The BLS National Occupational Employment and Wage Estimates excludes military based occupations, the self-employed, owners and partners in unincorporated firms, household workers, and unpaid family workers.

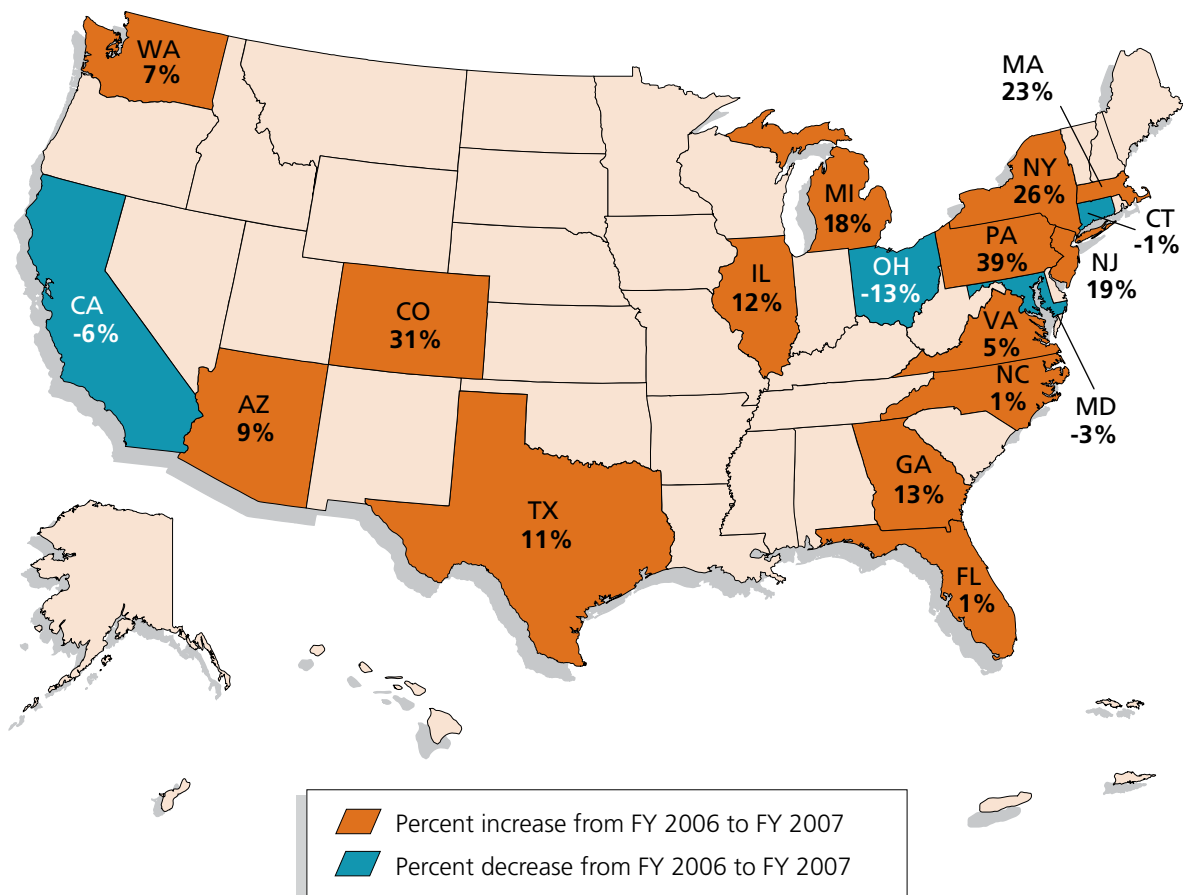
<sup>2</sup>PERM System Data. The average wage is weighted per worker and is computed by taking the wages input by the employer under guidance by the State Workforce Agency and dividing it by the number of employees being certified in that occupation. All exclusions applying under the OES Wage Statistics may not apply under the PERM System Data.

Employers apply for permanent labor certification in almost every occupational classification. The occupations in the table above represent those in which more than 1,000 positions were certified. These occupations represent just over 40 percent of all PERM certifications granted in FY 2007. The majority were in occupations such as Computer Software Engineer, Systems Analyst, and Information Systems Manager.






In FY 2007, there were significant increases in the number of approved PERM labor certifications over

FY 2006 in Pennsylvania, Colorado, and New York. The primary occupations in which certifications were granted for jobs in Pennsylvania and Colorado were information technology related. In New York, the largest number of approved certifications was in finance-related occupations. There was at least a 10 percent increase in six other states, with more than 1,000 approved permanent labor certifications. Ohio experienced the most significant decrease (13 percent) from FY 2006 to FY 2007.

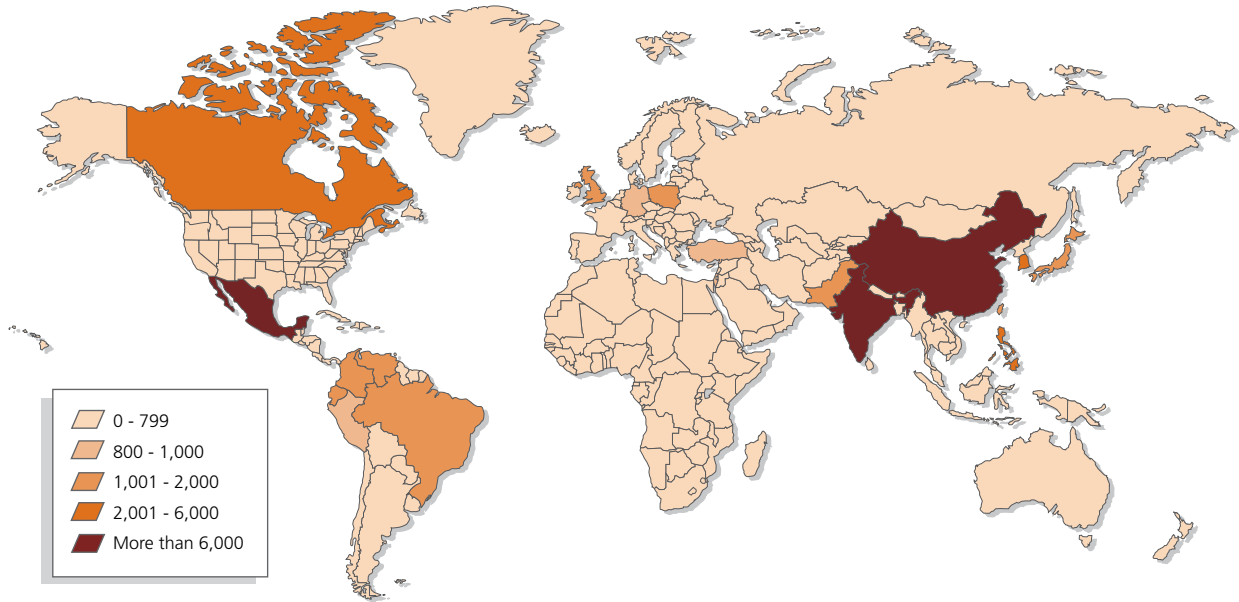
**STATES WITH MORE THAN 1,000 PERMANENT LABOR CERTIFICATION POSITION APPROVALS (PERM ONLY, DOES NOT INCLUDE BACKLOG CASES)**



STATES WITH MORE THAN 1,000 PERMANENT LABOR CERTIFICATION POSITION APPROVALS (PERM ONLY, DOES NOT INCLUDE BACKLOG CASES)	STATE	FY 2006 NUMBER OF POSITIONS	FY 2007 NUMBER OF POSITIONS	PERCENT CHANGE
	*California	21,438	20,222	-6%
	*New York	7,005	8,843	26%
	*New Jersey	5,545	6,595	19%
	*Texas	5,909	6,534	11%
	*Florida	5,099	5,128	1%
	Illinois	3,551	3,977	12%
	Virginia	3,120	3,274	5%
	Washington	2,724	2,909	7%
	Massachusetts	2,332	2,868	23%
	Michigan	2,106	2,481	18%
	Pennsylvania	1,719	2,388	39%
	Georgia	1,789	2,023	13%
	Maryland	1,925	1,864	-3%
	Arizona	1,229	1,345	9%
	Connecticut	1,296	1,283	-1%
	Ohio	1,447	1,260	-13%
North Carolina	1,123	1,137	1%	
Colorado	771	1,009	31%	

TOP FIVE STATES WITH 1,000 OR MORE PERMANENT LABOR CERTIFICATIONS (PERM ONLY)	STATE	NUMBER OF POSITIONS	% OF TOTAL CERTIFIED PERM. POSITIONS	MAJOR INDUSTRIES WITH CERTIFIED PERMANENT POSITIONS
	 California	20,222	24%	Information Technology Advanced Manufacturing Healthcare
	 New York	8,843	10%	Finance Advanced Manufacturing Information Technology
	 New Jersey	6,595	8%	Information Technology Finance Advanced Manufacturing
	 Texas	6,534	8%	Information Technology Educational Services Advanced Manufacturing
	 Florida	5,128	6%	Information Technology Construction Advanced Manufacturing





### COUNTRIES OF ALIEN ORIGIN WITH MORE THAN 800 CERTIFIED POSITIONS



COUNTRY OF CITIZENSHIP	POSITIONS CERTIFIED	PERCENT OF TOTAL	AVERAGE ANNUAL SALARY*
India	24,573	29%	\$72,643
China	6,846	8%	\$62,053
Mexico	6,442	8%	\$34,738
South Korea	5,159	6%	\$50,056
Canada	4,837	6%	\$72,483
Philippines	4,821	6%	\$43,483
United Kingdom	1,811	2%	\$70,345
Taiwan	1,503	2%	\$60,306
Pakistan	1,486	2%	\$61,082
Colombia	1,482	2%	\$52,063
Brazil	1,460	2%	\$48,411
Ecuador	1,411	2%	\$37,584
Japan	1,258	1%	\$56,499
Venezuela	1,150	1%	\$57,013
Poland	1,035	1%	\$43,821
Turkey	893	1%	\$63,218
Peru	837	1%	\$48,207
Israel	836	1%	\$64,155
Germany	829	1%	\$67,314

\* The average wage is weighted per worker.

Just over 60 percent of the foreign workers listed on PERM labor certifications are identified as being from India, China, Mexico, South Korea, Canada, or the Philippines in FY 2007. With 24,573 workers, India was the country of citizenship for 29 percent of the foreign labor certifications in FY 2007. China, Mexico, South Korea, and Canada combined totaled 23,284 workers or 27 percent of the total. Nearly 64 percent of workers from India were sought for employment in the Information Technology industry sector.

LEADING OCCUPATIONS FOR COUNTRIES WITH WORKERS FILLING MORE THAN 5,000 POSITIONS		INDIA	Computer Software and Applications Engineers Computer and Information Systems Managers Computer Systems Analysts Electrical Engineers Computer Programmers
		CHINA	Computer Programmers Computer Software and Applications Engineers Computer and Information Systems Managers Cooks, Restaurant Electrical Engineers
		MEXICO	Cooks, Restaurant First-line Supervisors and Manager/Supervisors- Construction Trades Workers Farmworkers, Farm and Ranch Animal Workers Landscaping and Groundskeeping Workers Elementary School Teachers, Except Special Education
		SOUTH KOREA	Cooks, Restaurant Computer Software and Applications Engineers Market Research Analysts Chefs and Head Cooks Architects, Except Landscape and Naval

### PERM TOP 10 EMPLOYERS AND COUNTRIES OF ORIGIN WITH MOST CERTIFICATIONS

INDIA	CHINA	MEXICO	SOUTH KOREA
<ul style="list-style-type: none"> <li>• Microsoft</li> <li>• Cognizant Technologies</li> <li>• Oracle USA</li> <li>• InfoSys Technologies</li> <li>• Rapidigm Inc.</li> <li>• Covansys Corp.</li> <li>• Intel Corp.</li> <li>• Cisco Systems</li> <li>• Motorola</li> <li>• Marlabs, Inc.</li> </ul>	<ul style="list-style-type: none"> <li>• Microsoft</li> <li>• Peco Foods</li> <li>• Case Farms</li> <li>• Google</li> <li>• Amgen Inc.</li> <li>• PMM Companies</li> <li>• Case Farm Processing</li> <li>• Applied Materials</li> <li>• Gold Kist</li> <li>• Ernst &amp; Young LLP</li> </ul>	<ul style="list-style-type: none"> <li>• Eddy Packing Co.</li> <li>• Dallas Independent School District</li> <li>• Billy Cook Harness &amp; Saddle Mfg.</li> <li>• ABF Packing, Ltd.</li> <li>• Microsoft</li> <li>• Diamond Masonry</li> <li>• Harley Gray Stone</li> <li>• Aldine Independent School District</li> <li>• Lindsey Contractors</li> <li>• Davie Shoring</li> </ul>	<ul style="list-style-type: none"> <li>• Integrated Support Solutions</li> <li>• Protocal NJ</li> <li>• America's Catch</li> <li>• Motorola</li> <li>• LG Electronics Alabama</li> <li>• Defense Language Institute</li> <li>• Applied Materials</li> <li>• Joong-Ang Daily News</li> <li>• Against All Odds U.S.A.</li> <li>• Polks Meat Products</li> </ul>





# Temporary Non-Immigrant Labor Certification

## OVERVIEW

The Department issues labor certifications for temporary employment under several non-immigrant programs: H-1B Specialty (Professional) Worker Program; H-1B1 Specialty Worker Program; H-1C Nurses in Disadvantaged Areas; E-3 Specialty Worker Program; H-2A (Seasonal Agricultural); H-2B (Non-agricultural); and the D-1 Crewmember Program. Most non-immigrant aliens cannot be admitted to work unless the Secretary of Labor certifies the employer's application and need for the requested workers. The Secretary of Labor must certify that the employment of an alien will not adversely affect the wages and working conditions of workers in the United States who are similarly employed and, except where not required by statute, that there are not sufficient workers who are able, willing, qualified, and available. DOL issues regulations and policy directives that delineate the specific rules to be followed for each program.

Through DOL administered grant agreements, SWAs provide wage information unless another approved means (e.g., collective bargaining unit agreement, wage survey, etc.) is used. For applications involving Alien Labor Certification under the H-2A program, the SWA reviews applications submitted to the National Processing Center (NPC) for completeness and requests that the employer address any noted deficiencies, place job orders, and conduct recruitment using information submitted by the SWA, and then submits wage information and recruitment results to the appropriate NPC. The SWA will perform inspections to ensure that housing meets applicable standards. For H-2B applications, the SWA reviews the application, requires the employer to address deficiencies, conducts recruitment in conjunction

with the employer, reviews recruitment results, and finally sends the application, recruitment information, and prevailing wage information to the NPC for processing. The SWA may also provide employers and or their attorneys or agents with prevailing wage information used in the H-1B and Permanent Labor Certification programs.

## PROGRAM DESCRIPTIONS

The H-1B program allows an employer to temporarily employ a foreign worker in the United States on a non-immigrant basis in a specialty occupation or as a fashion model of distinguished merit and ability. A specialty occupation requires the theoretical and practical application of a body of specialized knowledge and a bachelor's degree or the equivalent in the specific specialty (e.g., Sciences, Medicine and Healthcare, Education, Biotechnology, Business Specialties). Current law limits the annual number of foreign workers who may be issued a H-1B visa to 65,000, with certain exceptions, with an additional 20,000 visas for those with advanced degrees.

Effective January 1, 2004, the H-1B1 program became available, allowing employers to employ certain foreign workers from Chile and Singapore in the United States in a specialty occupation. Current law limits the number of foreign workers who may be issued a H-1B1 visa to 6,800. Annually, 1,400 professionals from Chile and 5,400 professionals from Singapore are allowed to enter the United States.

The Nursing Relief for Disadvantaged Areas Act of 1999, and its reauthorization in December 2006, allows qualifying hospitals to employ temporary foreign workers (non-immigrants) as registered nurses (RNs) for up to three years under H-1C visas. Only 500 H-1C visas can be issued each year.

The E-3 program allows certain Australian professionals to temporarily work in the United States. Current laws provide for 10,500 new visas per fiscal year

for Australian nationals seeking temporary work in specialty occupations.

The H-2A temporary agricultural program establishes a means for agricultural employers to employ non-immigrant foreign workers to perform agricultural labor or services of a temporary or seasonal nature. There is no limit on the number of foreign workers who may be issued a H-2A visa.

The H-2B program permits employers to employ foreign workers to perform temporary non-agricultural services or labor on a one-time, seasonal, peak load or intermittent basis. There is currently a 66,000 visa limitation on the number of foreign workers who may receive H-2B status during each fiscal year.

Employers who wish to employ foreign crewmembers to perform temporary longshore activities at U.S. ports may file a D-1 application with DOL. Once OFLC accepts the attestation for filing, it notifies DHS. The employer may then employ foreign crewmembers for longshore work at the location(s) cited in the attestation in accordance with statutory requirements and regulations.

## TEMPORARY LABOR CERTIFICATION: SELECT PROGRAM UPDATES

### H-1C

The Nursing Relief for Disadvantaged Areas Act of 1999 (reauthorized in 2006) created the H-1C non-immigrant category for RNs, who must only work in areas designated as "Health Professional Shortage Areas" by the U.S. Department of Health and Human Services. Under this program, eligible hospitals file attestations with OFLC which, if approved, will support non-immigrant worker petitions filed with DHS's U.S. Citizenship and Immigration Services. The Act allows qualifying hospitals to employ temporary

foreign workers as non-immigrant RNs for up to three years under H-1C visas.

## H-2A

The demand for H-2A certifications increased from FY 2006 to FY 2007. The number of certifications rose from 64,146 positions requested in FY 2006 to 93,339 positions requested in FY 2007. The H-2A non-immigrant visa program permits employers to employ foreign workers to perform agricultural labor or services of a temporary or seasonal nature. In November 2007, ETA issued an updated policy guidance clarifying certain procedures for processing H-2A labor certification applications, which includes the following:

- Filing – how to locate the appropriate SWA, how to file when the worksite(s) crosses state jurisdictional boundaries and that labor certification determinations must be made within 30 calendar days of the employer's date of need;
- Recruiting – that employers must include the SWA contact information for interested applicants, rules governing verification of employment eligibility and guidance on SWA referrals of interested U.S. workers; and,
- Housing – clarifications on housing standards, housing inspections and substitutions for certified housing if it becomes unavailable.

These clarifications did not affect the special procedures established by ETA for sheep and goat herders, for occupations involved in the open range production of livestock, for multistate custom combine owners and operators, or for itinerant animal shearing. Due to the unique characteristics of the open range production of livestock and the itinerant animal-shearing industry, ETA has established certain special procedures for processing H-2A applications. Multistate custom combine owners/operators operate under special procedures as well.

In February 2007, ETA issued revised guidance regarding the information employers must report to SWAs regarding worker abandonment, rejection, or termination from H-2A temporary agricultural employment. Employers must provide written notification to the appropriate SWA office within two business days of workers who have terminated employment and/or workers who have abandoned employment. This guidance for the H-2A program may be found at <http://www.foreignlaborcert.doleta.gov/reg.cfm>.

## H-2B

The H-2B non-immigrant visa program may allow an employer to employ foreign workers in the United States and perform temporary non-agricultural services or labor on a one-time, seasonal, peak load or intermittent basis. With a 46 percent increase in requests for positions from FY 2006 to FY 2007, employer demand for H-2B workers continues to increase significantly.

In response to the H-2B employer community, OFLC issued additional guidance on H-2B program requirements in April 2007, through Training and Employment Guidance Letter (TEGL) 21-06, which includes the following:

- Standards for determining the temporary nature of a job opportunity under the H-2B classification – clarifies standards for one-time occurrence, seasonal need, peak load need or intermittent need temporary jobs;
- Application filing procedures – explains what H-2B applications should include;
- SWA processing instructions – details how employers should advertise job opportunities;
- NPC determinations – lists how the NPC Certifying Officer determines whether to grant or deny the temporary labor certification or to issue a notice that such certification cannot be made;

- Application document transmittal – details notice of final determination; and
- Appeal of Notice that a labor certification cannot be made.

In response to employer questions, in June 2007, modifications to TEGL 21-06 were issued that superseded prior operating procedures. [http://wdr.doleta.gov/directives/corr\\_doc.cfm?DOCN=2329](http://wdr.doleta.gov/directives/corr_doc.cfm?DOCN=2329).

In May 2007, OFLC held public briefings in Chicago and Atlanta regarding the recently updated guidance to TEGL 21-06. Based on past H-2B applications, Stakeholder Filing Tips were issued for the 2007/2008 season. Additional information on H-2B Stakeholder Briefings and Filing Tips can be found at the OFLC Web site: <http://www.foreignlaborcert.doleta.gov>.

### E-3

On January 12, 2007, the Department published a Notice of Proposed Rulemaking to clarify the procedures employers must follow in obtaining a DOL certified labor condition application before seeking such a visa for an Australian national. Current law limits this program to 10,500 new visas per year for “specialty occupations” as defined under the H-1B provisions of the INA. Sponsoring employers are required to file a Labor Condition Application with DOL. The Department of State issues E-3 visas for periods of employment up to two years. Although admission to the United States and extensions of stay are both limited to two-year increments, E-3 visas can be renewed indefinitely.

## Summary of Temporary Labor Program Activities

The number of temporary labor application certified by OFLC increased by about 9 percent from FY 2006 to FY 2007. A total of 430,637 applications were certified for the H-1B, H-2A and H-2B temporary

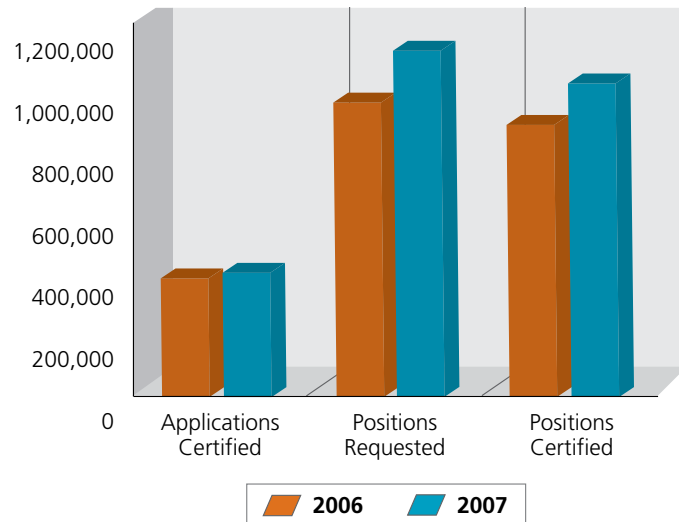
programs in FY 2007 while 393,388 applications had been certified for the same temporary programs in FY 2006. At the same time, employer requests for temporary positions increased 25 percent with 963,745 positions requested in FY 2006 and 1,188,112 positions in FY 2007. Lastly, the number of temporary positions certified increased from 889,729 in FY 2006 to 1,059,698 in FY 2007, a 21 percent rise.

Occupations in professional services represented a significant number of H-1B labor condition applications. Highlights of this program from FY 2006 to FY 2007 include a 69 percent increase in the number of H-1B positions certified in New Jersey, a 54 percent increase in Massachusetts, and a 39 percent increase in Michigan. There was a 45 percent decrease in filings in Connecticut.

The largest state using the H-2A program in FY 2007 was North Carolina, which increased the number of positions certified to 8,822. The number of positions certified in Georgia, the state with the second largest number of H-2A certified positions, increased to 7,076 in FY 2007.

The largest number of H-2B certifications was approved for employment in Texas, where the number of positions certified increased by 34 percent from FY 2006. Florida, the second highest, experienced an increase in its number of certified positions by 40 percent.

**FY 2006-FY 2007 SUMMARY COMPARISON OF TOTAL TEMPORARY CERTIFICATIONS (H-1B, H-2A, H-2B)**



**SUMMARY OF TEMPORARY LABOR PROGRAM CERTIFICATIONS**

	ACTIONS	FY 2006	FY 2007	PERCENT CHANGE
<b>H-1B</b>	Determinations	385,835	420,579	<b>9%</b>
	Labor Condition Applications Certified	377,656	412,349	<b>9%</b>
	Positions Requested	652,312	747,552	<b>15%</b>
	Positions Certified	630,885	728,269	<b>15%</b>
<b>H-2A</b>	Determinations	6,717	7,740	<b>15%</b>
	Certification Determinations Issued	6,550	7,491	<b>14%</b>
	Positions Requested	64,146	80,413	<b>25%</b>
	Positions Certified	59,110	76,814	<b>30%</b>
<b>H-2B</b>	Determinations	11,267	14,565	<b>29%</b>
	Certification Determinations Issued	9,182	10,797	<b>18%</b>
	Positions Requested	247,287	360,147	<b>46%</b>
	Positions Certified	199,734	254,615	<b>27%</b>

## H-1B TEMPORARY LABOR CERTIFICATION FOR SPECIALTY WORKERS

The Department certifies more labor condition applications (LCAs) for positions in the H-1B program than are available under the program's visa limitation. OFLC data demonstrates that demand for workers who are highly educated and skilled in specialized occupations shows no sign of abating. There was a 15 percent increase in both the number of positions requested and certified in FY 2007 compared to FY 2006. The table below provides a snapshot of H-1B requests and LCA.

In 2007, the majority of H-1B certifications were issued for occupations in Systems Analysis and Programming. This occupational sector accounted for more than 40 percent of all H-1B certified LCAs and one-third of all temporary workers certified in 2007. New Jersey, Massachusetts, and California were the top states of intended employment.

Sixteen states within the U.S. were individually issued at least 5,000 or more certified LCAs. More than 80 percent of all H-1B certified LCAs came from these 16 states. About 30 percent of all H-1B certifications were issued to California and New Jersey. The top five states receiving approved LCAs were New Jersey, California, Massachusetts, New York, and Texas. New Jersey employers increased the number of temporary positions where certification was granted by 69 percent, since 67,458 certifications were issued in FY 2006 while 114,229 were issued in FY 2007. The majority of these positions were in the Information Technology Sector.




### H-1B SPECIALTY OCCUPATION PROGRAM

FISCAL YEAR	LABOR CONDITION APPLICATIONS SUBMITTED	LABOR CONDITION APPLICATIONS CERTIFIED	NUMBER OF POSITIONS REQUESTED	NUMBER OF POSITIONS CERTIFIED
FY 2006	385,835	377,656	652,312	630,885
FY 2007	420,579	412,349	747,552	728,269
Total Increase	34,744	34,693	95,240	97,384
<b>Percent Increase</b>	<b>9%</b>	<b>9%</b>	<b>15%</b>	<b>15%</b>

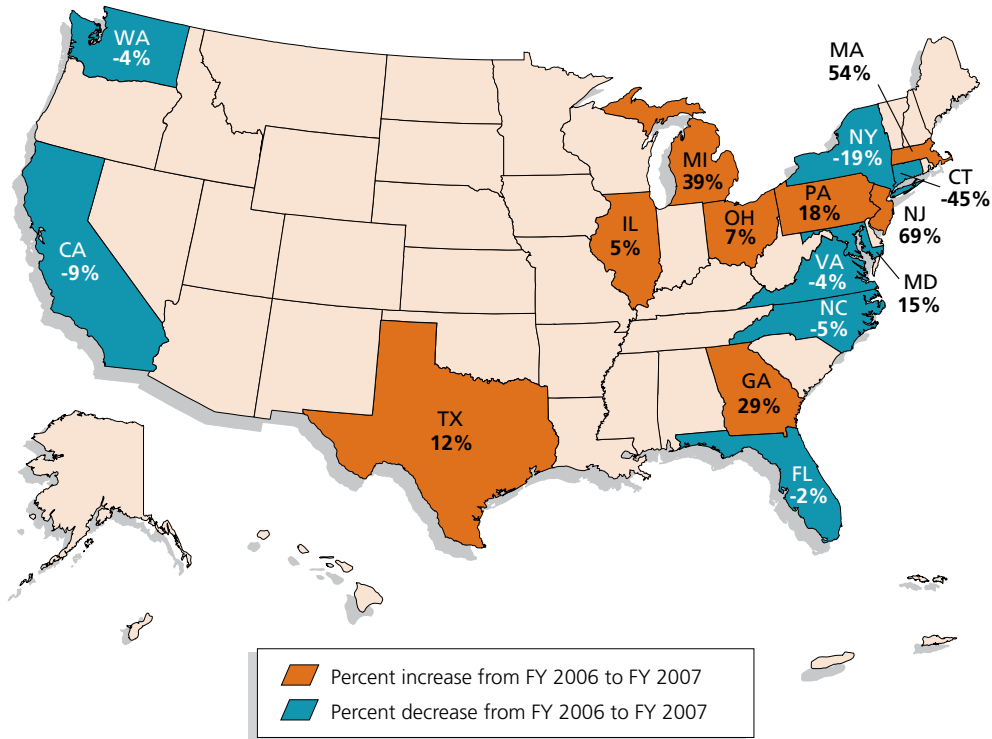
**TOP FIVE CERTIFIED H-1B OCCUPATIONS**

OCCUPATION	TOTAL LABOR CONDITION APPLICATIONS CERTIFIED	TOTAL POSITIONS CERTIFIED	CERTIFIED LABOR CONDITION APPLICATIONS AS PERCENT OF ALL H1-B LCAS
Systems Analysis and Programming	169,847	376,498	41%
College and University Education	21,616	22,384	5%
Other Computer-related Occupations	16,959	22,538	4%
Accountants, Auditors and Related Occupations	15,461	23,924	4%
Electrical/Electronics Engineering Occupations	13,212	16,770	3%

**TOP THREE STATES – OCCUPATIONS IN SYSTEMS ANALYSIS AND PROGRAMMING**

	STATE	TEMPORARY POSITIONS CERTIFIED	MAJOR EMPLOYERS
	New Jersey	85,041	Wipro Limited Hexaware Technologies Cognizant Technology Solutions U.S. Corporation
	Massachusetts	61,424	Infosys Technologies Limited Patni Computer Systems CSRSYSTEMS Inc
	California	52,756	Hewlett Packard Cisco Systems HCL America

STATES WITH MORE THAN 5,000 H-1B CERTIFIED LCAS



STATE	FY 2007 LABOR APPLICATIONS CERTIFIED	FY 2006 POSITIONS CERTIFIED	FY 2007 POSITIONS CERTIFIED	PERCENT CHANGE IN POSITIONS CERTIFIED
New Jersey	49,270	67,458	114,229	69%
California	63,268	117,455	106,847	-9%
Massachusetts	17,745	49,006	75,364	54%
New York	36,861	69,489	55,987	-19%
Texas	29,030	39,208	44,057	12%
Illinois	22,450	34,289	35,898	5%
Michigan	12,519	22,349	31,128	39%
Virginia	18,964	29,940	28,700	-4%
Pennsylvania	15,933	23,954	28,359	18%
Florida	16,341	20,955	20,588	-2%
Georgia	11,661	15,713	20,270	29%
Maryland	9,583	18,662	15,929	-15%
Washington	8,514	10,377	9,927	-4%
Ohio	7,276	8,911	9,576	7%
North Carolina	6,983	9,679	9,184	-5%
Connecticut	5,257	12,644	6,968	-45%



## H-2A TEMPORARY LABOR CERTIFICATION FOR SEASONAL AGRICULTURAL WORKERS

The H-2A non-immigrant program is designed to provide our nation’s farms with short-term foreign agricultural labor when there are not an adequate number of available domestic workers. Labor certification is generally granted for less than 12 months. Certification may be based on an employer’s request for multiple, unnamed workers in a given job class. Most occupations (e.g., field hand) require unskilled or low-skilled labor, while a few (e.g., operator of combines) require specialized skills.

In FY 2007, more than 80,000 agricultural labor positions were requested and more than 75,000 positions were certified. During the same period, 7,491 applications were certified. The largest number of H-2A certified positions were issued for workers in eleven states: North Carolina, Georgia, Florida, Louisiana, Kentucky, New York, Arkansas, Virginia, Tennessee, Arizona, and Colorado. Primary crop activity for the top 15 states is shown on the next page.

Both the number of positions requested and the number of positions certified increased in FY 2007 compared to FY 2006. The table below provides a snapshot of H-2A requests and certifications.

H-2A AGRICULTURAL PROGRAM				
	APPLICATIONS REQUESTED	APPLICATIONS CERTIFIED	POSITIONS REQUESTED	POSITIONS CERTIFIED
FY 2006 Totals	6,717	6,550	64,146	59,110
FY 2007 Totals	7,740	7,491	80,413	76,814
Total Increase	1,023	941	16,267	17,704
<b>Percent Increase</b>	<b>15%</b>	<b>14%</b>	<b>25%</b>	<b>30%</b>

STATES WITH MORE THAN 2,000 H-2A CERTIFICATIONS

**PRIMARY CROPS/  
ACTIVITIES**

**NORTH CAROLINA**

Christmas trees, oats, peanuts, sprite melons, strawberries, straw, sweet corn, sweet potatoes, tobacco, tomatoes, watermelon, wheat

**GEORGIA**

Cucumbers, onions, peppers, squash, vegetables

**FLORIDA**

Grapefruits, oranges, tomatoes, watercress, arugula

**LOUISIANA**

Crawfish, rice, sugar cane, sweet potatoes

**KENTUCKY**

Tobacco, hay and straw, soybeans, vegetables, wheat

**NEW YORK**

Apples, orchard labor, squash, fruit trees

**ARKANSAS**

Cotton, fish, rice, soybeans, tomatoes, wheat

**VIRGINIA**

Tobacco, cucumber, hay and straw, sod, sorghum, sweet potatoes, apples, peaches, nurseries and greenhouses

**TENNESSEE**

Corn, hay and straw, horticulture, tobacco, wheat

**ARIZONA**

Lettuce, tomatoes, cucumbers, cauliflower, broccoli

**COLORADO**

Lettuce, potatoes, vegetables, sheep

**CALIFORNIA**

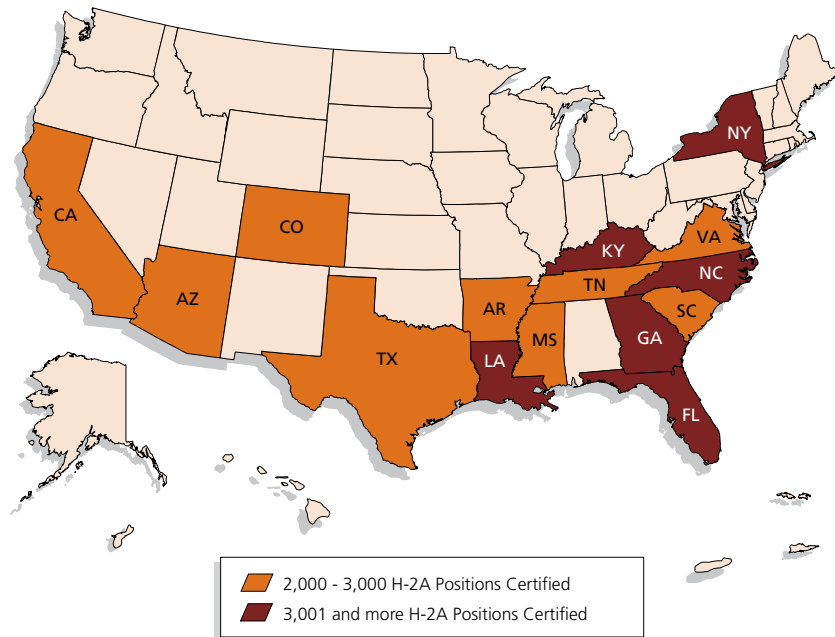
Strawberries, tomatoes, cantaloupes, lettuce, sheep

**SOUTH CAROLINA**

Peaches, cotton, peppers, broccoli, strawberries

**MISSISSIPPI**

Fish, nurseries and greenhouses, sweet potatoes, vegetables, livestock



STATE	NUMBER APPLICATIONS CERTIFIED	NUMBER CERTIFIED POSITIONS	STATE ADVERSE EFFECT WAGE RATE*
North Carolina	102	8,822	\$8.85
Georgia	81	7,076	\$8.53
Florida	91	5,362	\$8.82
Louisiana	346	5,279	\$8.41
Kentucky	536	4,907	\$9.13
New York	255	4,039	\$9.70
Arkansas	115	2,926	\$8.41
Virginia	76	2,809	\$8.85
Tennessee	172	2,589	\$9.13
Arizona	38	2,482	\$8.70
Colorado	195	2,263	\$9.42
California	195	2,263	\$9.72
South Carolina	36	2,099	\$8.53
Mississippi	83	2,040	\$8.41

\* The wage value displayed for H-2A represents the 2008 Adverse Effect Wage Rate (AEWR) for the states. Except where specifically exempted by Federal regulations or special procedures and where the workers are to be paid by the hour, employers must pay at least the maximum of the following: the AEWR in effect at the time the work is performed, the prevailing hourly wage rate, or the legal federal/state minimum wage.

## H-2B TEMPORARY LABOR CERTIFICATION FOR NON-AGRICULTURAL SEASONAL WORKERS

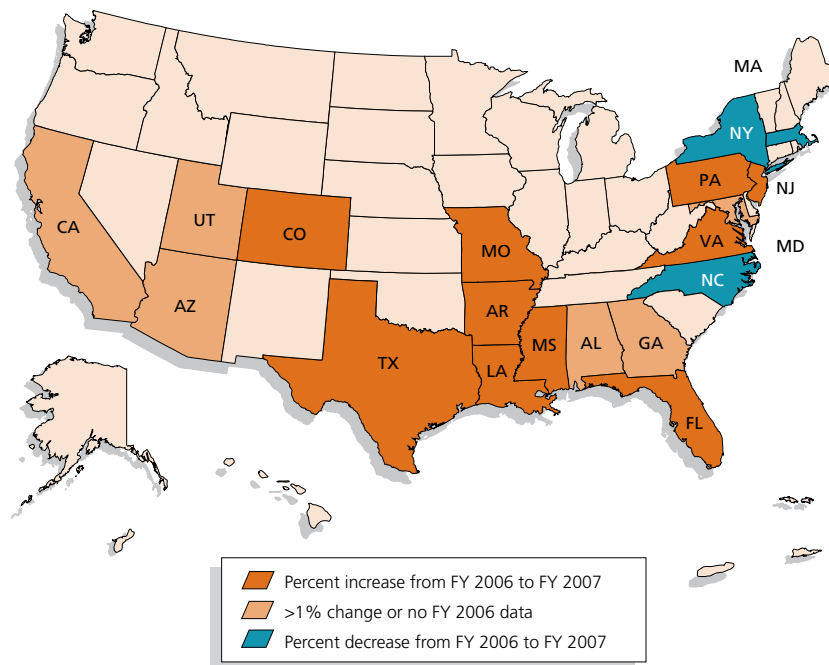
The H-2B non-immigrant program allows an employer to employ foreign workers to perform temporary non-agricultural services or labor on a one-time, seasonal, peak load or intermittent basis. The employer’s need must be generally less than one year. Common H-2B occupations include positions in the Hospitality, Forestry, Outdoor Amusement, Logging, Housekeeping, Professional Sports, Landscaping and Construction industries.

There was a 46 percent increase in the number of positions requested in FY 2007 compared to FY 2006, and a 27 percent increase in the number of positions certified. The table below provides a snapshot of H-2B requests and certifications.

The most frequently requested H-2B occupations in 2007 included laborer, landscape; cleaner, housekeeping; construction worker I; groundskeeper, industrial commercial; and dining room attendant. These positions accounted for 43 percent of all H-2B occupations certified. The majority of H-2B temporary workers were intended to be employed in Texas, Florida, Louisiana, Colorado, and Virginia. These five states, with 102,732 positions certified, accounted for 40 percent of the total workers certified under the H-2B program.

H-2B NON-AGRICULTURAL PROGRAM				
	APPLICATIONS REQUESTED	APPLICATIONS CERTIFIED	POSITIONS REQUESTED	POSITIONS CERTIFIED
FY 2006 Totals	11,267	9,182	247,287	199,734
FY 2007 Totals	14,565	10,797	360,147	254,615
Total Increase	3,298	1,615	112,860	54,881
<b>Percent Increase</b>	29%	18%	46%	27%

STATES WITH MORE THAN 5,000 H-2B CERTIFICATIONS



STATE	FY 2006 APPLICATIONS CERTIFIED	FY 2007 APPLICATIONS CERTIFIED	FY 2006 POSITIONS CERTIFIED	FY 2007 POSITIONS CERTIFIED	PERCENT CHANGE IN POSITIONS CERTIFIED
Texas	987	1,160	26,119	35,087	<b>34%</b>
Florida	732	1,002	16,802	23,586	<b>40%</b>
Louisiana	377	410	13,832	18,326	<b>32%</b>
Colorado	542	628	14,173	15,633	<b>10%</b>
Virginia	398	401	9,830	10,100	<b>3%</b>
Maryland	280	312	9,613	9,622	<b>0%</b>
Pennsylvania	468	567	7,887	8,873	<b>13%</b>
Mississippi	270	103	5,039	8,793	<b>43%</b>
Missouri	96	288	6,144	8,274	<b>68%</b>
New Jersey	444	544	7,251	8,078	<b>11%</b>
Arkansas	64	84	5,582	7,447	<b>33%</b>
Georgia	n/a	158	2,693	7,162	<b>166%</b>
California	n/a	682	4,994	6,750	<b>35%</b>
New York	655	570	6,946	6,092	<b>-12%</b>
North Carolina	172	218	6,198	5,920	<b>-4%</b>
Massachusetts	623	570	6,610	5,863	<b>-11%</b>
Alabama	53	74	1,759	5,836	<b>232%</b>
Utah	195	262	3,397	5,184	<b>53%</b>
Arizona	179	177	3,604	5,053	<b>40%</b>

**TOP 10 H-2B CERTIFIED OCCUPATIONS**

OCCUPATIONAL TITLE	APPLICATIONS CERTIFIED	POSITIONS CERTIFIED	TOP EMPLOYERS	EMPLOYER AVERAGE HOURLY WAGE*
Laborer, Landscape	2,928	62,442	The Brickman Group Landscapes Unlimited Valleycrest Landscape Development	\$8.00
Cleaner, Housekeeping	788	22,347	Ambassador Hospitality Solutions Anchor Building Services Marriott International	\$7.75
Construction Worker I	554	14,428	Brand Staffing Centex House Leveling Energy Homes	\$8.91
Groundskeeper, Industrial Commercial	301	6,758	TruGreen Landcare The Brickman Group Landscapes Unlimited	\$7.81
Dining Room Attendant	217	4,429	WHM LLC Marriott International Cape Management	\$7.56
Stable Attendant	568	3,327	Adena Springs South Arizona Horsemen's Assoc. Colorado Professional Horsemen's Assoc.	\$9.78
Construction Worker II	164	3,269	Sonoran Resource LLC Summit Roofing Pelch & Richardson Enterprises	\$9.13
Kitchen Helper	239	3,259	The Vail Corporation Grand Hotel Deer Valley Resort	\$7.79
Cook	249	2,624	Beau Rivage Resort & Casino Phillips Seafood Restaurants Grand Teton Lodge Company	\$9.70
Sales Clerk	162	2,449	Specialty Sports Venture M & A Marketing Enterprises USA Sopranos	\$7.66

\* The average wage is weighted per worker.

**TOP FIVE H-2B EMPLOYERS**

EMPLOYER	APPLICATIONS CERTIFIED	NUM. POSITIONS CERTIFIED	MAJOR OCCUPATIONS
The Brickman Group Ltd.	49	3,020	Laborer, Landscape; Groundskeeper, Industrial Commercial; Greenskeeper II
The Vail Corporation	27	1,988	Instructor, Sports; Cleaner, Housekeeping Cook, Short Order
Trugreen Landcare LLC	37	1,731	Laborer, Landscape; Groundskeeper, Industrial Commercial; Supervisor, Landscape
Marriott International	65	1,696	Cleaner, Housekeeping; Dining Room Attendant; Kitchen Helper
Eller & Sons Trees Inc.	4	1,433	Forest Worker; Tree Planter; Inspector Grader, Agricultural Establishment
Landscapes Unlimited LLC	35	1,358	Laborer, Landscape; Groundskeeper, Industrial Commercial; Landscape Gardener
<b>Total</b>	<b>217</b>	<b>11,226</b>	



# High-Growth Industries Increase Demand for Foreign Workers

**“Between 2006 and 2016, for example, our country will need 2.8 million healthcare professionals, and over 950,000 engineers, including aerospace, biomedical, civil, computer software, and environmental engineers. The United States will also need workers in other high-growth industries, including nanotechnology, geospatial technology and the life sciences, to name a few.”**

*– U.S. Secretary of Labor Elaine L. Chao  
Chamber of Commerce Uruguay-USA  
Uruguay  
Tuesday, December 11, 2007*

Among the 14 industry sectors projected to grow in coming years are Healthcare, Advanced Manufacturing, Financial Services, Hospitality, and Information Technology. These areas represent the top five high-growth industry sectors for PERM certifications issued in FY 2007. In fact, of the 85,112 PERM certifications issued in FY 2007, more than 60,000 were in high-growth industries. These industries offer solid career paths with numerous job openings because of a lack of qualified U.S. workers to fill them.

The Department’s High Growth Job Training Initiative, launched in 2003, engages business, education and the workforce investment system to work together to develop solutions to the workforce challenges facing high-growth industries

Employer requests for temporary labor certification in high-growth industry sectors rose in FY 2007 compared to FY 2006. Of the top five H-1B occupations, Systems Analysis and Programming, and Information Technology represent more than 40 percent of the total H-1B certifications. According to the Bureau of Labor Statistics (BLS), service-providing sectors will generate nearly all of the employment gain from 2006 to 2016. A look at H-2B data indicates that 43 percent of the top occupations in FY 2007 were in service-providing industries: Laborer, Landscape; Cleaner, Housekeeping; and Dining Room Attendant.

As employers seek to fill positions in high-growth industries, OFLC data indicate that H-1B certification often results in the filing of a permanent labor certification application. In FY 2007, of the 85,112 PERM applications certified, 54,546 or 64 percent were foreign immigrants working under a H-1B visa.

Projections from the BLS for the occupations with projected growth, 2006-2016, indicate that the need to fill occupations in high-growth sectors—through both permanent and temporary labor certifications—will continue to rise.

Strong regional economies that attract and maximize talent and innovation are crucial to our nation’s success in the global economy. Employers are increasingly seeking global talent to enhance their stock of human and technological capital, address shortages of skilled domestic labor, and improve their position within the global marketplace. ETA has undertaken efforts

to support U.S. employers through the disclosure of permanent and temporary labor certification data (<http://www.flcdatacenter.com/>). These data can be used to analyze employer demand for foreign talent by occupation, local economic sector and other key characteristics. OFLC believes this information should assist the public workforce system and others concerned with the development of our nation’s domestic labor supply by indicating areas where employer demand is citing labor shortages.

### FOREIGN LABOR MEETS DEMAND OF HIGH-GROWTH INDUSTRIES

In FY 2007, OFLC granted more than 85,000 PERM certifications, a majority in the most rapidly growing industries and sectors. Information Technology and Advanced Manufacturing accounted for more than 40 percent of all PERM certifications.

PROJECTED OCCUPATIONAL GROWTH IN TOP FIVE HIGH-GROWTH INDUSTRIES		
HIGH-GROWTH INDUSTRY SECTOR	TOP THREE OCCUPATIONS WITH PROJECTED GROWTH <sup>1</sup>	PERCENT OF PERM CERTIFICATIONS <sup>2</sup>
Information Technology	<ul style="list-style-type: none"> <li>• Network Systems and Data Communications Analysts</li> <li>• Computer Software and Applications Engineers</li> <li>• Computer Systems Analysts</li> </ul>	25%
Advanced Manufacturing	<ul style="list-style-type: none"> <li>• Environmental Science and Protection Technicians, Including Health</li> <li>• Environmental Scientists and Specialists, Including Health</li> <li>• Medical Equipment Repairers</li> </ul>	14%
Financial Services	<ul style="list-style-type: none"> <li>• Personal Financial Advisors</li> <li>• Financial Analysts</li> <li>• Customer Service Representatives</li> </ul>	6%
Healthcare	<ul style="list-style-type: none"> <li>• Personal and Home Care Aides</li> <li>• Home Health Aides</li> <li>• Medical Assistants</li> </ul>	6%
Hospitality	<ul style="list-style-type: none"> <li>• Amusement and Recreation Attendants</li> <li>• Gaming Dealers</li> <li>• Counter and Rental Clerks</li> </ul>	6%

<sup>1</sup>Bureau of Labor Statistics 2006-2016 projection series.  
<sup>2</sup>PERM System Data.



### TOTAL PERMANENT CERTIFIED POSITIONS IN HIGH-GROWTH INDUSTRIES, BASED ON U.S. ECONOMIC SECTOR

U.S. ECONOMIC SECTOR	# OF PERM CERTIFIED POSITIONS	% OF TOTAL PERM CERTIFIED POSITIONS	TOP THREE EMPLOYERS
Information Technology	21,581	25%	Microsoft Cognizant Technology Solutions Oracle U.S.A.
Advanced Manufacturing	11,980	14%	Intel Cisco Systems Motorola
Financial Services	5,188	6%	Ernst & Young Goldman Sachs & Co. Bank of America
Healthcare	5,086	6%	Bay Staffing Western Dental Services Kindred Nursing Centers East LLC
Hospitality	4,769	6%	Benny's Kosher Café Behringer Harvard LP 316 West 49th Restaurant
Construction	3,902	5%	HR Prime LLC Diamond Masonry M. C. Dean
Aerospace	2,905	3%	CTS Technical Services Rockwell Collins Parsons Brinckerhoff
Retail	2,813	3%	CVS RX Services PayPal Amazon Global Resources
Biotechnology	1,342	2%	Amgen Genentech Monsanto
Automotive	1,181	1%	Siemens VDO Automotive Robert Bosch LLC Daimler Chrysler
Transportation	968	1%	American Airlines FedEx Corporate Services Analog Devices
Energy	534	1%	Shell Oil Halliburton Energy Services Chevron
Geospatial Technology	118	.14%	Veritas DGC CGG Veritas Services Cellink
Homeland Security	73	.09%	All Tech Investigation Ltd. Brink's Inc Rimi Security Systems
<b>Total Certifications in High-Growth Industries</b>	<b>62,440</b>	<b>73%</b>	

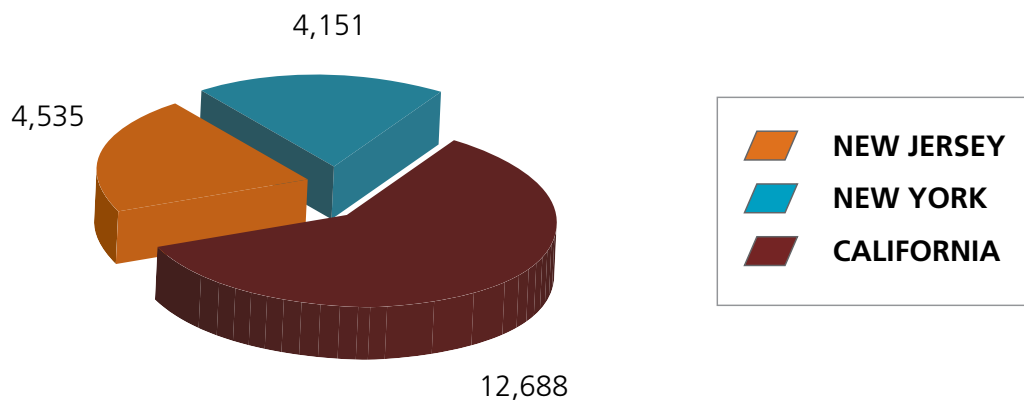
More than 16,000 certifications were issued in Information Technology across the top 10 states. Of the total number of certifications in Information Technology, 86 percent were non-immigrants who

were in the United States on H-1B visas. Nearly 60 percent of all employment certifications in high-growth industries were employed in just three states: California, New Jersey, and New York.

### NUMBER OF CERTIFICATIONS IN THE TOP TEN STATES FOR HIGH-GROWTH INDUSTRIES

State	Information Technology	Advanced Manufacturing	Financial Services	Healthcare	Hospitality	Total Positions in High-Growth Industries
California	4,672	4,399	944	1,725	948	<b>12,688</b>
New Jersey	3,115	606	314	113	387	<b>4,535</b>
New York	885	733	1,440	372	721	<b>4,151</b>
Texas	1,400	1,155	198	229	217	<b>3,199</b>
Illinois	1,318	559	278	197	197	<b>2,549</b>
Washington	1,892	151	52	94	47	<b>2,236</b>
Florida	492	453	413	279	309	<b>1,946</b>
Virginia	1,085	292	216	77	255	<b>1,925</b>
Massachusetts	969	416	187	153	190	<b>1,915</b>
Pennsylvania	873	231	102	222	136	<b>1,564</b>
<b>Industry Total in Top 10 States</b>	<b>16,701</b>	<b>8,995</b>	<b>4,144</b>	<b>3,461</b>	<b>3,407</b>	<b>36,708</b>

### TOP THREE STATES PERM CERTIFICATIONS IN HIGH-GROWTH AREAS







# Appendix

**STATE EMPLOYMENT-BASED  
IMMIGRATION PROFILES**

**COUNTRY EMPLOYMENT-BASED  
IMMIGRATION PROFILES**

**ECONOMIC SECTOR PROFILES**

# State Profile: California

## Fiscal Year 2007 Summary Statistics

Summary Information	Category of Employment-Based Visa			
	PERM	H-1B	H-2B	H-2A
<b>Total Applications Processed</b>	<b>22,524</b>	63,402	<b>815</b>	60
Total Applications Certified	20,222	63,273	682	195
<b>Total Positions Requested</b>	<b>22,524</b>	107,089	<b>8,300</b>	2,326
Total Positions Certified	20,222	106,852	6,750	2,263
Percent of National Total	24%	16%	6%	1%
<b>Average Wage Offer / AEWR*</b>	<b>\$62,936</b>	\$69,008	<b>\$8.83</b>	<b>\$9.72</b>

Top 3 Cities			
City Name	Apps Certified	Positions Certified	Avg Wage Offer / AEWR*
<b>PERM</b>			
Los Angeles	1,933	1,933	\$50,538
San Jose	1,439	1,439	\$82,486
Santa Clara	1,038	1,038	\$84,555
<b>H-1B</b>			
Los Angeles	4,986	6,521	\$52,653
San Jose	3,823	10,144	\$75,964
Santa Clara	3,598	5,793	\$72,605
<b>H-2B</b>			
Arcadia	25	58	\$9.61
San Diego	20	198	\$9.22
Los Angeles	18	215	\$8.55
<b>H-2A</b>			
Bakersfield	4	37	\$9.72
Dixon	3	7	\$1,350.00/mo
San Diego County	2	435	\$9.72



Top 5 Occupations/Agricultural Commodities					
Occupations	PERM		Occupations	H-1B	
	Positions Certified	Avg Wage Offer*		Positions Certified	Avg Wage Offer*
Computer Software Engineers, Applications	2,295	\$85,379	Occupations In Systems Analysis and Programming	52,726	\$67,898
Computer Software Engineers, Systems Software	1,697	\$85,862	Electrical/electronics Engineering Occupations	7,469	\$74,584
Electronics Engineers, Except Computer	1,416	\$84,117	Accountants, Auditors, and Related Occupations	4,835	\$51,807
Computer Systems Analysts	679	\$73,917	Other Computer-related Occupations	3,773	\$65,086
Home Health Aides	639	\$17,723	Architectural Occupations	3,649	\$50,474
Occupations	H-2B		Agricultural Commodities	H-2A	
	Positions Certified	Avg Wage Offer*		Positions Certified	Avg Wage Offer / AEWR*
Stable Attendant	876	\$9.91	Strawberries	730	\$9.72
Cleaner, Housekeeping	615	\$8.21	Tomatoes	635	\$9.72
Amusement Park Worker	586	\$7.81	Cantaloupes	250	\$9.72
Sales Clerk	305	\$7.70	Lettuce	250	\$9.72
Laborer, Landscape	275	\$8.73	Sheep	54	\$952.70/mo

\* The average wage is weighted per worker.

The wage value displayed for the H2-A program represents the 2008 Adverse Effect Wage Rate (AEWR) for the state. Except where specifically exempted by Federal regulations or special procedures and where the workers are to be paid by the hour, employers must pay at least the maximum of the following; the AEWR, the prevailing hourly wage rate, or the legal federal/state minimum wage.

# State Profile: New York

## Fiscal Year 2007 Summary Statistics

Summary Information	Category of Employment-Based Visa			
	PERM	H-1B	H-2B	H-2A
<b>Total Applications Processed</b>	<b>10,594</b>	<b>36,944</b>	<b>857</b>	<b>256</b>
Total Applications Certified	8,843	36,862	570	255
<b>Total Positions Requested</b>	<b>10,594</b>	<b>56,169</b>	<b>8,574</b>	<b>4,041</b>
Total Positions Certified	8,843	55,988	6,092	4,039
Percent of National Total	10%	10%	5%	6%
<b>Average Wage Offer / AEWR*</b>	<b>\$56,968</b>	<b>\$61,238</b>	<b>\$8.62</b>	<b>\$9.70</b>

Top 3 Cities			
City Name	Apps Certified	Positions Certified	Avg Wage Offer / AEWR*
<b>PERM</b>			
New York	4,199	4,199	\$66,390
Brooklyn	975	975	\$42,878
Flushing	154	154	\$47,979
<b>H-1B</b>			
New York	20,856	28,464	\$56,239
Brooklyn	1,041	1,232	\$51,310
Bronx	520	684	\$47,773
<b>H-2B</b>			
Montauk	26	304	\$7.67
New York	24	40	\$10.05
Elmont	23	231	\$11.05
<b>H-2A</b>			
Peru	14	585	\$9.70
Wolcott	9	373	\$9.70
Brockport	8	246	\$9.70



Top 5 Occupations/Agricultural Commodities					
Occupations	PERM		Occupations	H-1B	
	Positions Certified	Avg Wage Offer*		Positions Certified	Avg Wage Offer*
Financial Analysts	672	\$84,441	Occupations In Systems Analysis and Programming	17,901	\$57,909
Cooks, Restaurant	453	\$26,021	Accountants, Auditors, and Related Occupations	3,631	\$60,316
Computer Software Engineers, Applications	392	\$80,476	Architectural Occupations	3,222	\$49,955
Computer Systems Analysts	231	\$74,232	Occupations In College and University Education	2,408	\$49,154
Market Research Analysts	204	\$60,466	Miscellaneous Professional, Technical, and Managerial Occupations	2,142	\$66,089
Occupations	H-2B		Agricultural Commodities	H-2A	
	Positions Certified	Avg Wage Offer*		Positions Certified	Avg Wage Offer / AEWR*
Laborer, Landscape	2,369	\$8.26	Orchard Labor, Apples	1,009	\$9.70
Stable Attendant	761	\$10.56	Apples	557	\$9.70
Dining Room Attendant	302	\$7.48	Apple	220	\$9.70
Instructor, Sports	261	\$9.25	Squash	175	\$9.70
Waiter/Waitress, Formal	210	\$9.00	Orchard Labor, Fruit Trees	129	\$9.70

\* The average wage is weighted per worker.

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# State Profile: Texas

## Fiscal Year 2007 Summary Statistics

Summary Information	Category of Employment-Based Visa			
	PERM	H-1B	H-2B	H-2A
<b>Total Applications Processed</b>	<b>7,222</b>	<b>29,089</b>	<b>1,598</b>	<b>305</b>
Total Applications Certified	6,534	29,030	1,160	291
<b>Total Positions Requested</b>	<b>7,222</b>	<b>44,121</b>	<b>53,831</b>	<b>2,127</b>
Total Positions Certified	6,534	44,057	35,087	1,996
Percent of National Total	8%	8%	11%	4%
<b>Average Wage Offer / AEWR*</b>	<b>\$60,376</b>	<b>\$58,572</b>	<b>\$8.37</b>	<b>\$9.02</b>

Top 3 Cities			
City Name	Apps Certified	Positions Certified	Avg Wage Offer / AEWR*
<b>PERM</b>			
Houston	1,996	1,996	\$62,341
Dallas	752	752	\$66,127
Austin	546	546	\$68,481
<b>H-1B</b>			
Houston	7,592	10,229	\$49,952
Dallas	3,268	5,082	\$51,491
Irving	2,639	3,479	\$55,086
<b>H-2B</b>			
Austin	204	5,960	\$7.87
San Antonio	99	2,162	\$7.46
Houston	57	2,329	\$8.35
<b>H-2A</b>			
Fredericksburg	13	68	\$9.02
Dumas	6	96	\$9.02
Muleshoe	6	40	\$9.02



Top 5 Occupations/Agricultural Commodities					
Occupations	PERM		Occupations	H-1B	
	Positions Certified	Avg Wage Offer*		Positions Certified	Avg Wage Offer*
Computer Software Engineers, Applications	514	\$75,868	Occupations In Systems Analysis and Programming	19,998	\$56,397
Computer Software Engineers, Systems Software	439	\$78,971	Occupations In Preschool, Primary School, and Kindergarten Education	2,477	\$34,692
Elementary School Teachers, Except Special Education	435	\$39,782	Occupations In College and University Education	1,962	\$45,345
Computer Systems Analysts	305	\$66,397	Electrical/electronics Engineering Occupations	1,925	\$65,730
Electrical Engineers	268	\$79,012	Other Computer-related Occupations	1,531	\$55,667
Occupations	H-2B		Agricultural Commodities	H-2A	
	Positions Certified	Avg Wage Offer*		Positions Certified	Avg Wage Offer / AEWR*
Construction Worker I	7,337	\$8.39	Custom Combine Harvester	123	\$9.02
Laborer, Landscape	5,758	\$7.00	Oilseed, Custom Combine Harvester, Grain	108	\$9.02
Groundskeeper, Industrial Commercial	2,913	\$7.07	Watermelons	95	\$9.02
Welder Fitter	1,691	\$12.53	Nurseries & Greenhouses	88	\$9.02
Pipe Fitter	1,173	\$9.90	Plants, Nurseries & Greenhouses	80	\$9.02

\* The average wage is weighted per worker.

The wage value displayed for the H-2-A program represents the 2008 Adverse Effect Wage Rate (AEWR) for the state. Except where specifically exempted by Federal regulations or special procedures and where the workers are to be paid by the hour, employers must pay at least the maximum of the following; the AEWR, the prevailing hourly wage rate, or the legal federal/state minimum wage.



# State Profile: Florida

## Fiscal Year 2007 Summary Statistics

Summary Information	Category of Employment-Based Visa			
	PERM	H-1B	H-2B	H-2A
<b>Total Applications Processed</b>	<b>6,246</b>	<b>16,393</b>	<b>1,333</b>	<b>100</b>
Total Applications Certified	5,128	16,344	1,002	91
<b>Total Positions Requested</b>	<b>6,246</b>	<b>20,649</b>	<b>31,893</b>	<b>6,097</b>
Total Positions Certified	5,128	20,591	23,586	5,362
Percent of National Total	6%	4%	9%	2%
<b>Average Wage Offer / AEWR*</b>	<b>\$51,390</b>	<b>\$53,761</b>	<b>\$8.14</b>	<b>\$8.82</b>

Top 3 Cities			
City Name	Apps Certified	Positions Certified	Avg Wage Offer / AEWR*
<b>PERM</b>			
Miami	1,219	1,219	\$53,921
Jacksonville	211	211	\$57,863
Orlando	192	192	\$52,787
<b>H-1B</b>			
Miami	3,676	4,593	\$48,540
Orlando	849	958	\$51,606
Tampa	840	1,047	\$52,777
<b>H-2B</b>			
Naples	88	1,971	\$8.18
Orlando	86	3,103	\$7.67
Boca Raton	77	1,190	\$8.93
<b>H-2A</b>			
Arcadia	25	1,564	\$8.82
Lake Placid	12	393	\$8.82
La Belle	6	560	\$8.82



Top 5 Occupations/Agricultural Commodities					
Occupations	PERM		Occupations	H-1B	
	Positions Certified	Avg Wage Offer*		Positions Certified	Avg Wage Offer*
Market Research Analysts	181	\$47,607	Occupations In Systems Analysis and Programming	5,270	\$54,672
Computer Systems Analysts	160	\$58,610	Occupations In College and University Education	1,211	\$47,039
Computer Software Engineers, Applications	143	\$71,669	Accountants, Auditors, and Related Occupations	1,052	\$51,074
Computer And Information Systems Managers	140	\$68,777	Architectural Occupations	998	\$52,849
Engineering Managers	137	\$74,084	Miscellaneous Managers and Officials	948	\$47,891
Occupations	H-2B		Agricultural Commodities	H-2A	
	Positions Certified	Avg Wage Offer*		Positions Certified	Avg Wage Offer / AEWR*
Cleaner, Housekeeping	6,646	\$7.69	Oranges, Grapefruits	1,711	\$8.82
Laborer, Landscape	2,632	\$7.57	Tomatoes	1,032	\$8.82
Waiter/Waitress, Informal	2,249	\$7.81	Oranges	1,004	\$8.82
Dining Room Attendant	1,668	\$7.60	Tomatoes, Oranges, Grapefruits	203	\$8.82
Cook	1,066	\$10.15	Watercress, Arugula	180	\$8.82

\* The average wage is weighted per worker.

The wage value displayed for the H2-A program represents the 2008 Adverse Effect Wage Rate (AEWR) for the state. Except where specifically exempted by Federal regulations or special procedures and where the workers are to be paid by the hour, employers must pay at least the maximum of the following; the AEWR, the prevailing hourly wage rate, or the legal federal/state minimum wage.

# State Profile: Georgia

## Fiscal Year 2007 Summary Statistics

Summary Information	Category of Employment-Based Visa			
	PERM	H-1B	H-2B	H-2A
<b>Total Applications Processed</b>	<b>2,378</b>	<b>11,684</b>	<b>253</b>	<b>82</b>
Total Applications Certified	2,023	11,661	158	81
<b>Total Positions Requested</b>	<b>2,378</b>	<b>20,294</b>	<b>9,465</b>	<b>7,301</b>
Total Positions Certified	2,023	20,270	7,162	7,076
Percent of National Total	2%	3%	1%	2%
<b>Average Wage Offer / AEWR*</b>	<b>\$58,160</b>	<b>\$51,493</b>	<b>\$8.08</b>	<b>\$8.53</b>

Top 3 Cities			
City Name	Apps Certified	Positions Certified	Avg Wage Offer / AEWR*
<b>PERM</b>			
Atlanta	637	637	\$63,696
Alpharetta	236	236	\$65,854
Norcross	152	152	\$59,955
<b>H-1B</b>			
Atlanta	3,557	6,282	\$49,321
Alpharetta	1,360	2,063	\$51,209
Norcross	813	1,126	\$47,720
<b>H-2B</b>			
Atlanta	25	1,040	\$7.23
Norcross	17	816	\$9.36
Savannah	6	166	\$7.49
<b>H-2A</b>			
Tifton	8	1,179	\$8.53
Lake Park	7	588	\$8.53
Lyons	6	440	\$8.53



Top 5 Occupations/Agricultural Commodities					
Occupations	PERM		Occupations	H-1B	
	Positions Certified	Avg Wage Offer*		Positions Certified	Avg Wage Offer*
Computer Software Engineers, Applications	348	\$71,048	Occupations In Systems Analysis and Programming	9,694	\$52,344
Computer Software Engineers, Systems Software	100	\$71,015	Occupations In Secondary School Education	3,418	\$34,867
Computer Systems Analysts	76	\$66,601	Occupations In College and University Education	859	\$44,260
Computer And Information Systems Managers	65	\$77,540	Other Computer-related Occupations	705	\$35,324
Cooks, Restaurant	52	\$22,701	Occupations In Education Of Persons With Disabilities	653	\$48,205
Occupations	H-2B		Agricultural Commodities	H-2A	
	Positions Certified	Avg Wage Offer*		Positions Certified	Avg Wage Offer / AEWR*
Forest Worker	1,265	\$9.04	Onions	955	\$8.53
Laborer, Landscape	915	\$7.77	Squash, Peppers, Cucumber	777	\$8.53
Tree Planter	829	\$8.53	Vegetables	405	\$8.53
Packer, Agricultural Produce	671	\$6.46	Squash, Cucumber, Peppers	267	\$8.53
Waiter/Waitress, Informal	647	\$6.97	Cabbage	250	\$8.53

\* The average wage is weighted per worker.

The wage value displayed for the H2-A program represents the 2008 Adverse Effect Wage Rate (AEWR) for the state. Except where specifically exempted by Federal regulations or special procedures and where the workers are to be paid by the hour, employers must pay at least the maximum of the following; the AEWR, the prevailing hourly wage rate, or the legal federal/state minimum wage.

# State Profile: Pennsylvania

## Fiscal Year 2007 Summary Statistics

Summary Information	Category of Employment-Based Visa			
	PERM	H-1B	H-2B	H-2A
<b>Total Applications Processed</b>	<b>2,688</b>	<b>15,960</b>	<b>650</b>	<b>38</b>
Total Applications Certified	2,388	15,933	567	35
<b>Total Positions Requested</b>	<b>2,688</b>	<b>28,390</b>	<b>10,210</b>	<b>340</b>
Total Positions Certified	2,388	28,359	8,873	307
Percent of National Total	3%	4%	5%	1%
<b>Average Wage Offer / AEWR*</b>	<b>\$58,955</b>	<b>\$63,170</b>	<b>\$8.38</b>	<b>\$9.70</b>

Top 3 Cities			
City Name	Apps Certified	Positions Certified	Avg Wage Offer / AEWR*
<b>PERM</b>			
Pittsburgh	619	619	\$60,783
Philadelphia	395	395	\$55,002
Glen Mills	113	113	\$83,808
<b>H-1B</b>			
Philadelphia	1,934	2,861	\$51,996
Pittsburgh	1,749	2,491	\$54,555
York	404	912	\$64,149
<b>H-2B</b>			
West Chester	27	461	\$8.63
Pittsburgh	24	404	\$7.31
Exton	13	380	\$8.81
<b>H-2A</b>			
Dover	2	48	\$9.70
Berwick	2	48	\$9.70
Orwigsburg	2	21	\$9.70



Top 5 Occupations/Agricultural Commodities					
Occupations	PERM		Occupations	H-1B	
	Positions Certified	Avg Wage Offer*		Positions Certified	Avg Wage Offer*
Computer Software Engineers, Applications	535	\$65,404	Occupations In Systems Analysis and Programming	13,961	\$62,535
Computer Software Engineers, Systems Software	187	\$70,838	Other Computer-related Occupations	2,519	\$69,184
Computer Systems Analysts	103	\$67,516	Accountants, Auditors, and Related Occupations	2,032	\$54,525
Physicians And Surgeons, All Other	88	\$50,432	Physicians and Surgeons	1,172	\$48,465
Computer Programmers	85	\$57,027	Miscellaneous Professional, Technical, and Managerial Occupations	952	\$69,932
Occupations	H-2B		Agricultural Commodities	H-2A	
	Positions Certified	Avg Wage Offer*		Positions Certified	Avg Wage Offer / AEWR*
Laborer, Landscape	4,721	\$8.20	Nurseries & Greenhouses	37	\$9.70
Groundskeeper, Industrial Commercial	2,051	\$8.46	Tomatoes, Eggplant, Cucumber, General Farm, Summer Squash	34	\$9.70
Construction Worker I	337	\$10.19	Pumpkins, Corn	14	\$9.70
Production Helper	203	\$7.97	Tree Nursery, Nurseries & Greenhouses	12	\$9.70
Packager, Hand	182	\$8.31	Pears	12	\$9.70

\* The average wage is weighted per worker.

The wage value displayed for the H-2-A program represents the 2008 Adverse Effect Wage Rate (AEWR) for the state. Except where specifically exempted by Federal regulations or special procedures and where the workers are to be paid by the hour, employers must pay at least the maximum of the following; the AEWR, the prevailing hourly wage rate, or the legal federal/state minimum wage.

# State Profile: Virginia

## Fiscal Year 2007 Summary Statistics

Summary Information	Category of Employment-Based Visa			
	PERM	H-1B	H-2B	H-2A
<b>Total Applications Processed</b>	<b>3,806</b>	<b>18,993</b>	<b>514</b>	<b>80</b>
Total Applications Certified	3,274	18,966	401	76
<b>Total Positions Requested</b>	<b>3,806</b>	<b>28,733</b>	<b>11,889</b>	<b>2,841</b>
Total Positions Certified	3,274	28,702	10,100	2,809
Percent of National Total	4%	5%	4%	2%
<b>Average Wage Offer / AEWR*</b>	<b>\$59,260</b>	<b>\$57,651</b>	<b>\$7.84</b>	<b>\$8.85</b>

Top 3 Cities			
City Name	Apps Certified	Positions Certified	Avg Wage Offer / AEWR*
<b>PERM</b>			
McLean	365	365	\$71,257
Sterling	240	240	\$49,210
Herndon	233	233	\$72,067
<b>H-1B</b>			
Herndon	1,031	1,590	\$55,806
Reston	927	1,228	\$58,956
McLean	924	1,572	\$60,947
<b>H-2B</b>			
Chesapeake	26	649	\$7.37
Virginia Beach	24	749	\$7.09
Williamsburg	21	452	\$7.94
<b>H-2A</b>			
Winchester	4	314	\$8.85
South Hill	4	66	\$8.85
South Boston	3	707	\$8.85



Top 5 Occupations/Agricultural Commodities					
Occupations	PERM		Occupations	H-1B	
	Positions Certified	Avg Wage Offer*		Positions Certified	Avg Wage Offer*
Computer Software Engineers, Applications	558	\$77,032	Occupations In Systems Analysis and Programming	20,446	\$53,133
Computer Systems Analysts	266	\$71,609	Other Computer-related Occupations	1,157	\$63,490
Cooks, Restaurant	166	\$23,667	Architectural Occupations	984	\$49,768
Computer and Information Systems Managers	129	\$94,540	Accountants, Auditors, and Related Occupations	810	\$52,584
Electrical Engineers	125	\$65,595	Electrical/electronics Engineering Occupations	536	\$63,002
Occupations	H-2B		Agricultural Commodities	H-2A	
	Positions Certified	Avg Wage Offer*		Positions Certified	Avg Wage Offer / AEWR*
Laborer, Landscape	5,239	\$8.01	Tobacco, Hay and Straw, Hay, Sod, Sorghum	786	\$8.85
Cleaner, Housekeeping	446	\$6.94	Tobacco, Cucumber, Hay and Straw, Sweet Potatoes, Sod	623	\$8.85
Shellfish Shucker	433	\$6.16	Apples	597	\$8.85
Pipe Fitter Helper	313	\$7.87	Nurseries & Greenhouses	124	\$8.85
Construction Worker II	287	\$8.48	Peaches, Apples	78	\$8.85
Crab Meat Processor	287	\$5.49			

\* The average wage is weighted per worker.

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# State Profile: North Carolina

## Fiscal Year 2007 Summary Statistics

Summary Information	Category of Employment-Based Visa			
	PERM	H-1B	H-2B	H-2A
<b>Total Applications Processed</b>	<b>1,346</b>	<b>7,003</b>	<b>278</b>	<b>105</b>
Total Applications Certified	1,137	6,983	218	102
<b>Total Positions Requested</b>	<b>1,346</b>	<b>9,206</b>	<b>7,271</b>	<b>8,894</b>
Total Positions Certified	1,137	9,184	5,920	8,822
Percent of National Total	1%	2%	2%	2%
<b>Average Wage Offer / AEWR*</b>	<b>\$53,200</b>	<b>\$62,075</b>	<b>\$7.39</b>	<b>\$8.85</b>

Top 3 Cities			
City Name	Apps Certified	Positions Certified	Avg Wage Offer / AEWR*
<b>PERM</b>			
Charlotte	199	199	\$66,500
Chapel Hill	123	123	\$33,348
Durham	100	100	\$64,828
<b>H-1B</b>			
Charlotte	756	1,079	\$60,085
Durham	459	698	\$57,629
Raleigh	425	513	\$48,416
<b>H-2B</b>			
Charlotte	37	402	\$7.18
Raleigh	8	197	\$8.85
Kill Devil Hills	8	116	\$6.63
<b>H-2A</b>			
Vass	29	6,453	\$8.85
Oxford	7	138	\$8.85
Roxboro	6	124	\$8.85



Top 5 Occupations/Agricultural Commodities					
Occupations	PERM		Occupations	H-1B	
	Positions Certified	Avg Wage Offer*		Positions Certified	Avg Wage Offer*
Computer Software Engineers, Applications	91	\$75,344	Occupations In Systems Analysis and Programming	3,741	\$62,963
Meat, Poultry, and Fish Cutters and Trimmers	67	\$15,901	Occupations in College and University Education	769	\$48,393
Computer Systems Analysts	63	\$67,667	Other Computer-related Occupations	753	\$77,235
Computer Software Engineers, Systems Software	54	\$79,311	Accountants, Auditors, and Related Occupations	608	\$54,257
Cooks, Restaurant	25	\$22,009	Other Occupations in Medicine and Health	335	\$58,078
Electrical Engineers	25	\$74,429			
Occupations	H-2B		Agricultural Commodities	H-2A	
	Positions Certified	Avg Wage Offer*		Positions Certified	Avg Wage Offer / AEWR*
Laborer, Landscape	1,630	\$7.51	Wheat, Tomatoes, Watermelons, Watermelon, Tobacco, Strawberries	1,866	\$8.85
Crab Meat Processor	740	\$6.19	Wheat, Turkeys, Tobacco, Sweet Corn, Straw, Spitemelon	1,118	\$8.85
Forest Worker	528	\$8.10	Christmas Trees	944	\$8.85
Tree Planter	423	\$7.25	Wheat, Watermelons, Sweet Potatoes, Strawberries, Tobacco	865	\$8.85
Construction Worker II	232	\$8.21	Wheat, Hay and Straw, Melons, Oats, Peanuts, Peppers	695	\$8.85

\* The average wage is weighted per worker.

The wage value displayed for the H-2-A program represents the 2008 Adverse Effect Wage Rate (AEWR) for the state. Except where specifically exempted by Federal regulations or special procedures and where the workers are to be paid by the hour, employers must pay at least the maximum of the following; the AEWR, the prevailing hourly wage rate, or the legal federal/state minimum wage.



# State Profile: Illinois

## Fiscal Year 2007 Summary Statistics

Summary Information	Category of Employment-Based Visa			
	PERM	H-1B	H-2B	H-2A
<b>Total Applications Processed</b>	<b>4,393</b>	<b>22,482</b>	<b>180</b>	<b>20</b>
Total Applications Certified	3,977	22,450	125	19
<b>Total Positions Requested</b>	<b>4,393</b>	<b>35,935</b>	<b>5,404</b>	<b>429</b>
Total Positions Certified	3,977	35,898	3,620	367
Percent of National Total	5%	6%	1%	0%
<b>Average Wage Offer / AEWR*</b>	<b>\$62,697</b>	<b>\$57,208</b>	<b>\$8.28</b>	<b>\$9.90</b>

Top 3 Cities			
City Name	Apps Certified	Positions Certified	Avg Wage Offer / AEWR*
<b>PERM</b>			
Chicago	1,149	1,149	\$63,250
Lisle	242	242	\$79,710
Schaumburg	213	213	\$65,509
<b>H-1B</b>			
Chicago	4,396	9,494	\$52,193
Naperville	1,278	1,438	\$47,761
Arlington Heights	1,116	1,979	\$50,588
<b>H-2B</b>			
Chicago	11	218	\$8.13
Lake Bluff	4	340	\$8.02
Springfield	4	155	\$12.05
<b>H-2A</b>			
Huntley	2	8	\$9.90
Atkinson	1	70	\$9.90
Cobden	1	60	\$9.90



Top 5 Occupations/Agricultural Commodities					
Occupations	PERM		Occupations	H-1B	
	Positions Certified	Avg Wage Offer*		Positions Certified	Avg Wage Offer*
Computer Software Engineers, Applications	846	\$71,558	Occupations In Systems Analysis and Programming	22,900	\$53,298
Computer and Information Systems Managers	316	\$80,803	Architectural Occupations	1,570	\$39,315
Computer Systems Analysts	198	\$66,033	Occupations In College and University Education	1,352	\$43,632
Computer Software Engineers, Systems Software	148	\$71,334	Accountants, Auditors, and Related Occupations	1,061	\$51,392
Mechanical Engineers	141	\$66,515	Occupations In Economics	862	\$62,766
Occupations	H-2B		Agricultural Commodity	H-2A	
	Positions Certified	Avg Wage Offer*		Positions Certified	Avg Wage Offer / AEWR*
Laborer, Landscape	2,128	\$7.83	General Farm, Corn	70	\$9.90
Greenskeeper II	266	\$7.71	Strawberries, Squash, Peppers	60	\$9.90
Amusement Park Worker	240	\$7.02	Vegetables, Tobacco, Soybeans, Hay, Corn	50	\$9.90
Circus Laborer	223	\$9.07	Tobacco	44	\$9.90
Construction Worker I	216	\$11.13	Watermelons, Gourds, Pumpkins	37	\$9.90

\* The average wage is weighted per worker.

The wage value displayed for the H-2-A program represents the 2008 Adverse Effect Wage Rate (AEWR) for the state. Except where specifically exempted by Federal regulations or special procedures and where the workers are to be paid by the hour, employers must pay at least the maximum of the following; the AEWR, the prevailing hourly wage rate, or the legal federal/state minimum wage.

# State Profile: Washington

## Fiscal Year 2007 Summary Statistics

Summary Information	Category of Employment-Based Visa			
	PERM	H-1B	H-2B	H-2A
<b>Total Applications Processed</b>	<b>3,051</b>	<b>8,538</b>	<b>129</b>	<b>34</b>
Total Applications Certified	2,909	8,514	97	30
<b>Total Positions Requested</b>	<b>3,051</b>	<b>9,951</b>	<b>1,578</b>	<b>1,891</b>
Total Positions Certified	2,909	9,927	1,143	1,794
Percent of National Total	3%	2%	1%	1%
<b>Average Wage Offer / AEWR*</b>	<b>\$78,901</b>	<b>\$74,263</b>	<b>\$9.65</b>	<b>\$9.94</b>

Top 3 Cities			
City Name	Apps Certified	Positions Certified	Avg Wage Offer / AEWR*
<b>PERM</b>			
Redmond	1,713	1,713	\$83,286
Seattle	387	387	\$75,996
Everett	173	173	\$86,455
<b>H-1B</b>			
Redmond	4,291	4,355	\$83,938
Seattle	1,589	2,052	\$67,398
Bellevue	914	1,310	\$64,783
<b>H-2B</b>			
Seattle	20	163	\$11.81
Chehalis	6	171	\$8.88
Spokane	6	44	\$8.84
<b>H-2A</b>			
Mount Vernon	4	31	\$9.94
Moxee	3	105	\$650.48/mo
Rock Island	2	586	\$9.94



Top 5 Occupations/Agricultural Commodities					
Occupations	PERM		Occupations	H-1B	
	Positions Certified	Avg Wage Offer*		Positions Certified	Avg Wage Offer*
Computer Software Engineers, Systems Software	1,329	\$82,810	Occupations In Systems Analysis and Programming	4,740	\$71,641
Managers, All Other	269	\$86,678	Miscellaneous Managers and Official	796	\$77,217
Aerospace Engineers	181	\$87,839	Other Computer-related Occupations	671	\$64,129
Computer Software Engineers, Applications	166	\$83,694	Occupations In College and University Education	413	\$47,214
Financial Analysts	57	\$84,037	Electrical/electronics Engineering Occupations	361	\$73,150
Occupations	H-2B		Agricultural Commodity	H-2A	
	Positions Certified	Avg Wage Offer*		Positions Certified	Avg Wage Offer / AEWR*
Laborer, Landscape	304	\$9.19	Fruit Trees, Cherries, Apricots, Apple	353	\$9.94
Forest Worker	192	\$9.50	Peaches, Cherries, Apples	299	\$9.94
Tree Planter	108	\$8.81	Pears, Cherries, Apples	246	\$9.94
Stable Attendant	105	\$9.99	Pears, Apples	202	\$9.94
Sales Clerk	70	\$8.75	Apples	157	\$9.94

\* The average wage is weighted per worker.

The wage value displayed for the H2-A program represents the 2008 Adverse Effect Wage Rate (AEWR) for the state. Except where specifically exempted by Federal regulations or special procedures and where the workers are to be paid by the hour, employers must pay at least the maximum of the following; the AEWR, the prevailing hourly wage rate, or the legal federal/state minimum wage.

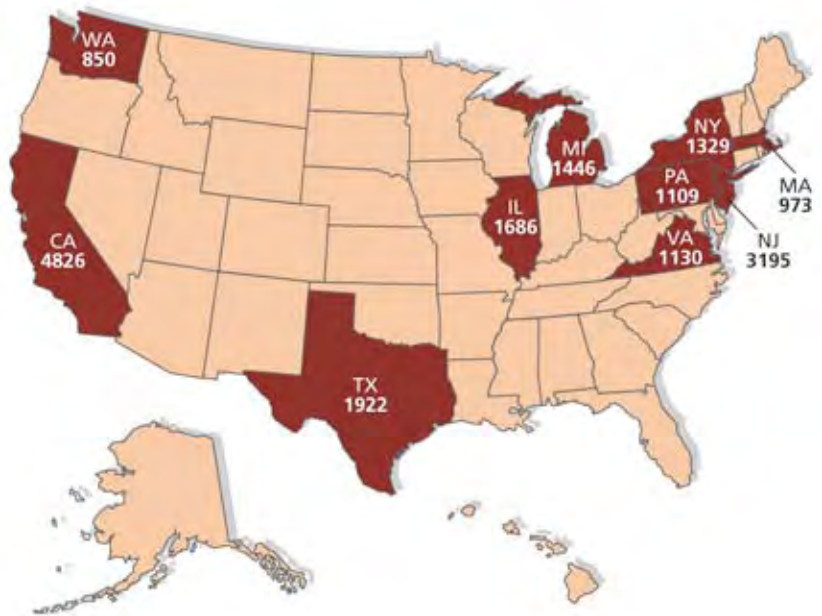
# Country Profile: India

## Fiscal Year 2007 Summary Statistics

## Permanent Labor Certification Program

### Summary Information

<b>Total Applications Processed</b>	<b>26,614</b>
Total Applications Certified	24,573
Average Annual Wage Offer	\$75,893
Percent working on H-1B Visa	88%
Percent Bachelors or Higher	96%
Average Age at Certification	31
<b>Percent of National Total</b>	<b>29%</b>



### Top 10 Employers

Employer Name	Apps Certified	Avg Wage Offer
Microsoft Corporation	613	\$83,606
Cognizant Technology Solutions U.S. Corporation	553	\$63,918
Oracle USA, Inc.	275	\$84,699
Infosys Technologies Limited	259	\$82,718
Rapidigm, Inc.	239	\$58,997
Covansys Corporation	222	\$64,057
Intel Corporation	219	\$76,014
Cisco Systems, Inc.	184	\$91,038
Motorola, Inc.	151	\$67,015
Marlabs, Inc	143	\$94,014

### Top 5 Classes of Admission

Visa Category	Positions Certified	Avg Annual Wage Offer	% Bachelors' or Higher
H-1B	21,681	\$74,400	99%
L-1	739	\$71,203	98%
F-1	411	\$69,990	99%
B-2	157	\$39,511	33%
H-4	93	\$57,366	87%

### Top 10 Occupations

No	Occupation	Apps Certified	Avg Wage Offer	No	Occupation	Apps Certified	Avg Wage Offer
1	Computer Software Engineers, Applications	7,319	\$76,717	6	Electronics Engineers, Except Computer	739	\$82,159
2	Computer Software Engineers, Systems Software	3,233	\$82,643	7	Electrical Engineers	510	\$71,001
3	Computer Systems Analysts	2,905	\$68,613	8	Database Administrators	436	\$72,282
4	Computer And Information Systems Managers	1,342	\$91,409	9	Mechanical Engineers	416	\$67,572
5	Computer Programmers	868	\$63,911	10	Network and Computer Systems Administrators	372	\$69,867

### Top 10 U.S. States

State Name	Apps Certified	Avg Wage Offer	% H-1B Visas	% BA/BS or Higher	Major Economic Sector
California	4,826	\$84,328	90%	97%	Information Technology
New Jersey	3,195	\$75,797	85%	97%	Information Technology
Texas	1,922	\$73,451	86%	95%	Information Technology
Illinois	1,686	\$72,248	89%	98%	Information Technology
Michigan	1,446	\$68,488	90%	98%	Information Technology
New York	1,329	\$79,365	84%	90%	Information Technology
Virginia	1,130	\$75,735	94%	97%	Information Technology
Pennsylvania	1,109	\$68,736	90%	98%	Information Technology
Massachusetts	973	\$79,163	93%	97%	Information Technology
Washington	850	\$82,871	92%	99%	Information Technology



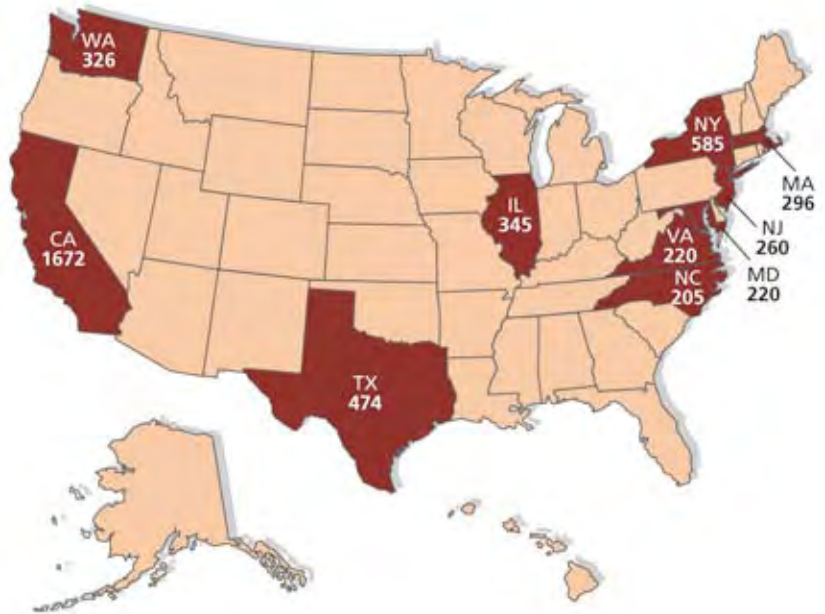
# Country Profile: China

## Fiscal Year 2007 Summary Statistics

## Permanent Labor Certification Program

### Summary Information

<b>Total Applications Processed</b>	<b>7,389</b>
Total Applications Certified	6,846
Average Annual Wage Offer	\$63,755
Percent working on H-1B Visa	71%
Percent Bachelors or Higher	86%
Average Age at Certification	33
<b>Percent of National Total</b>	<b>8%</b>



### Top 10 Employers

Employer Name	Apps Certified	Avg Wage Offer
Microsoft Corporation	241	\$83,848
Peco Foods, Inc.	139	\$14,910
Case Farms	64	\$15,912
Google Inc.	55	\$98,350
Amgen Inc.	48	\$81,710
PMM Companies	46	\$13,520
Case Farms Processing, Inc.	44	\$16,848
Applied Materials, Inc.	43	\$86,392
Gold Kist Inc.	37	\$15,704
Ernst & Young LLP	36	\$70,933

### Top 5 Classes of Admission

Visa Category	Positions Certified	Avg Annual Wage Offer	% Bachelors' or Higher
H-1B	4,861	\$70,736	100%
F-1	440	\$70,491	98%
NOT IN USA	65	\$19,774	6%
L-1	63	\$79,219	94%
B-1	45	\$48,260	42%

### Top 10 Occupations

No	Occupation	Apps Certified	Avg Wage Offer	No	Occupation	Apps Certified	Avg Wage Offer
1	Computer Software Engineers, Applications	633	\$79,405	6	Meat, Poultry, And Fish Cutters and Trimmers	256	\$16,283
2	Computer Software Engineers, Systems Software	598	\$84,777	7	Financial Analysts	254	\$82,566
3	Cooks, Restaurant	470	\$23,391	8	Market Research Analysts	173	\$54,314
4	Electronics Engineers, Except Computer	330	\$85,627	9	Electrical Engineers	170	\$75,520
5	Statisticians	272	\$70,180	10	Mechanical Engineers	157	\$68,980

### Top 10 U.S. States

State Name	Apps Certified	Avg Wage Offer	% H-1B Visas	% BA/BS or Higher	Major Economic Sector
California	1,672	\$76,003	79%	94%	Information Technology
New York	585	\$71,628	72%	89%	Information Technology
Texas	474	\$65,515	78%	92%	Information Technology
Illinois	345	\$63,062	77%	91%	Information Technology
Washington	326	\$80,855	85%	98%	Information Technology
Massachusetts	296	\$70,643	83%	90%	Information Technology
New Jersey	260	\$68,920	83%	93%	Information Technology
Maryland	220	\$43,929	45%	56%	Information Technology
Virginia	220	\$60,437	74%	83%	Information Technology
North Carolina	205	\$37,206	34%	42%	Information Technology

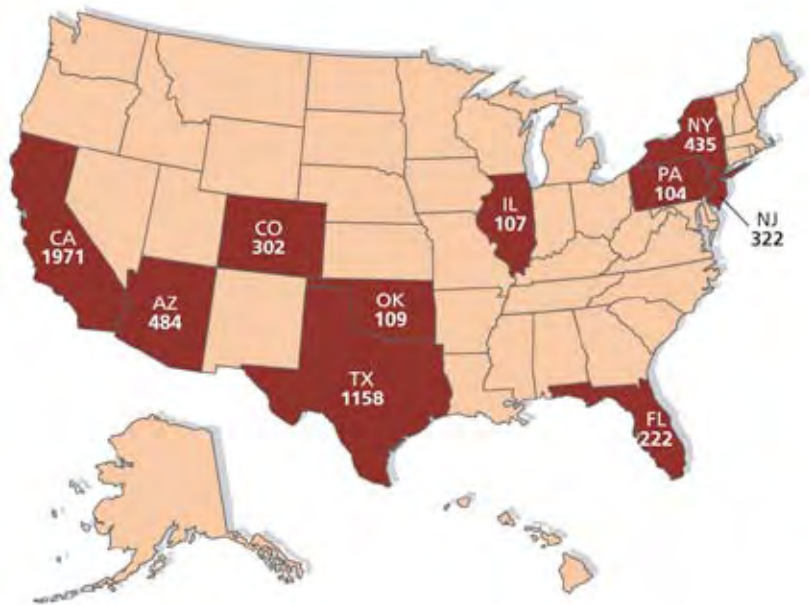
# Country Profile: Mexico

## Fiscal Year 2007 Summary Statistics

## Permanent Labor Certification Program

### Summary Information

<b>Total Applications Processed</b>	<b>9,664</b>
Total Applications Certified	6,442
Average Annual Wage Offer	\$34,025
Percent working on H-1B Visa	16%
Percent Bachelors or Higher	25%
Average Age at Certification	34
<b>Percent of National Total</b>	<b>8%</b>



### Top 10 Employers

Employer Name	Apps Certified	Avg Wage Offer
Eddy Packing Co. , Inc.	151	\$15,600
Dallas Independent School District	78	\$41,635
Billy Cook Harness & Saddle Mfg. Inc.	52	\$16,640
ABF Packing, Ltd.	46	\$16,640
Microsoft Corporation	38	\$80,698
Diamond Masonry	36	\$24,990
Harley Gray Stone Co.	33	\$22,187
Aldine Independent School District	26	\$40,165
Lindsey Contractors, Inc	25	\$17,555
Davie Shoring, Inc.	24	\$20,150
Goldman Dairy, Inc	24	\$18,720
Ruben Canez Masonry	24	\$58,136

### Top 5 Classes of Admission

Visa Category	Positions Certified	Avg Annual Wage Offer	% Bachelors' or Higher
H-1B	1,014	\$61,802	99%
EWI	224	\$32,358	15%
B-2	209	\$32,408	17%
H-2B	127	\$26,799	1%
L-1	83	\$67,972	94%

### Top 10 Occupations

No	Occupation	Apps Certified	Avg Wage Offer	No	Occupation	Apps Certified	Avg Wage Offer
1	Cooks, Restaurant	815	\$22,431	6	Chefs And Head Cooks	170	\$30,019
2	Farmworkers, Farm And Ranch Animals	340	\$17,840	7	Agricultural Equipment Operators	141	\$14,688
3	Landscaping And Groundskeeping Workers	247	\$22,473	8	Construction Laborers	117	\$23,413
4	Elementary School Teachers, Except Special Education	232	\$40,571	9	Cement Masons and Concrete Finishers	114	\$26,841
5	Slaughterers And Meat Packers	199	\$16,630	10	First-line Supervisors/managers Of Production And Operating Workers	82	\$39,247

### Top 10 U.S. States

State Name	Apps Certified	Avg Wage Offer	% H-1B Visas	% BA/BS or Higher	Major Economic Sector
California	1,971	\$33,696	8%	20%	Information Technology
Texas	1,158	\$36,054	35%	43%	Information Technology
Arizona	484	\$21,916	7%	11%	Information Technology
New York	435	\$36,627	10%	14%	Information Technology
New Jersey	322	\$31,219	5%	8%	Information Technology
Colorado	302	\$26,514	7%	9%	Information Technology
Florida	222	\$45,917	26%	35%	Information Technology
Oklahoma	109	\$21,427	8%	9%	Information Technology
Illinois	107	\$51,661	42%	52%	Information Technology
Pennsylvania	104	\$34,220	12%	13%	Information Technology

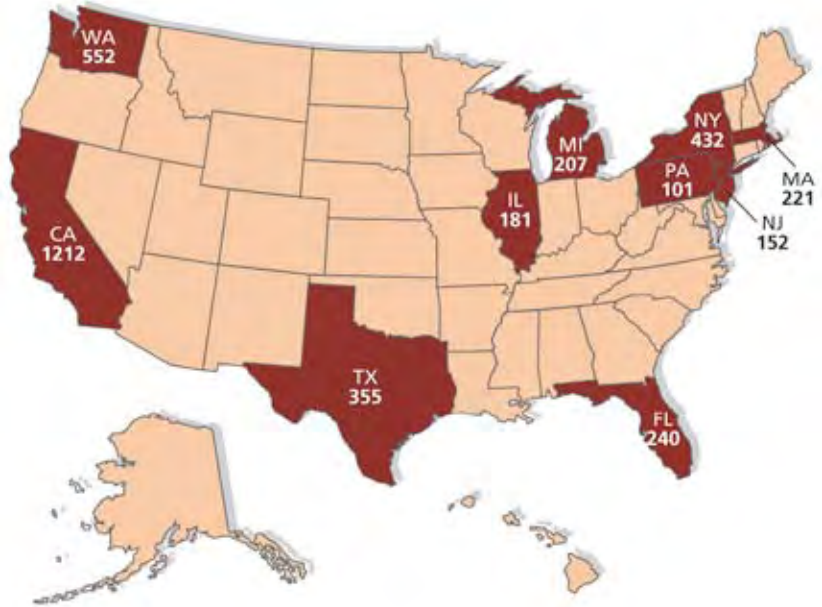
# Country Profile: Canada

## Fiscal Year 2007 Summary Statistics

## Permanent Labor Certification Program

### Summary Information

<b>Total Applications Processed</b>	<b>5,341</b>
Total Applications Certified	4,837
Average Annual Wage Offer	\$88,994
Percent working on H-1B Visa	74%
Percent Bachelors or Higher	91%
Average Age at Certification	38
<b>Percent of National Total</b>	<b>6%</b>



### Top 10 Employers

Employer Name	Apps Certified	Avg Wage Offer
Microsoft Corporation	299	\$84,744
IBM Corporation	30	\$86,060
Cisco Systems, Inc.	30	\$89,551
Volt Technical Resources, LLC	27	\$69,759
Motorola, Inc.	27	\$71,824
Oracle USA, Inc.	26	\$86,699
CTS Technical Services, Inc.	26	\$95,436
Broadcom Corporation	24	\$89,343
Amgen Inc.	23	\$76,664
Intel Corporation	20	\$86,072
Ernst & Young LLP	20	\$73,521

### Top 5 Classes of Admission

Visa Category	Positions Certified	Avg Annual Wage Offer	% Bachelors' or Higher
H-1B	3,559	\$74,412	96%
TN	745	\$73,548	92%
L-1	152	\$76,218	81%
E-2	43	\$56,376	42%
F1	28	\$54,708	100%

### Top 10 Occupations

No	Occupation	Apps Certified	Avg Wage Offer	No	Occupation	Apps Certified	Avg Wage Offer
1	Computer Software Engineers, Systems Software	467	\$84,082	6	Engineering Managers	135	\$80,244
2	Computer Software Engineers, Applications	319	\$83,232	7	Financial Analysts	126	\$75,760
3	Computer Systems Analysts	176	\$73,879	8	Marketing Managers	125	\$76,683
4	Electronics Engineers, Except Computer	172	\$82,895	9	Electrical Engineers	114	\$76,713
5	Computer And Information Systems Managers	138	\$80,000	10	Mechanical Engineers	110	\$76,662

### Top 10 U.S. States

State Name	Apps Certified	Avg Wage Offer	% H-1B Visas	% BA/BS or Higher	Major Economic Sector
California	1,212	\$93,512	76%	93%	Information Technology
Washington	552	\$89,013	69%	99%	Information Technology
New York	432	\$107,958	79%	95%	Information Technology
Texas	355	\$84,592	67%	79%	Information Technology
Florida	240	\$69,546	60%	73%	Information Technology
Massachusetts	221	\$93,601	77%	94%	Information Technology
Michigan	207	\$82,590	71%	95%	Information Technology
Illinois	181	\$83,936	78%	95%	Information Technology
New Jersey	152	\$93,639	78%	93%	Information Technology
Pennsylvania	101	\$93,138	69%	94%	Information Technology

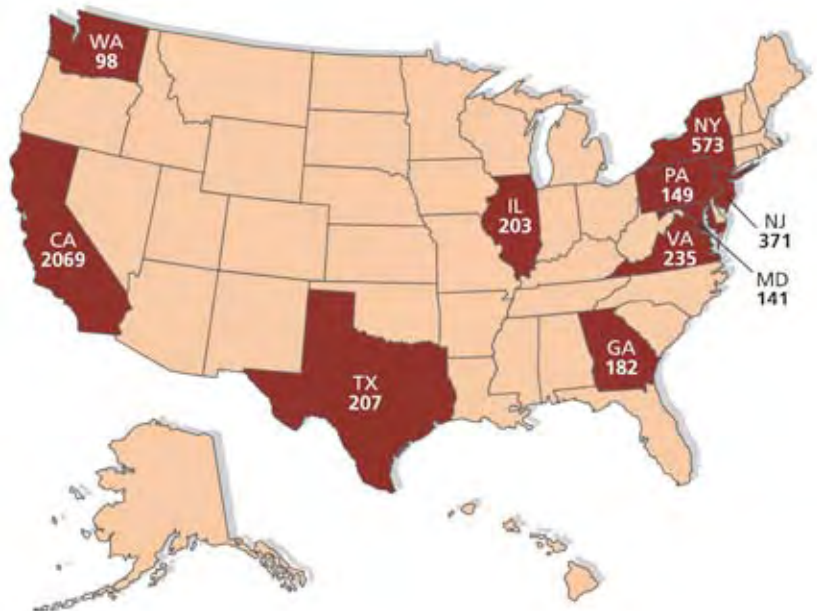
# Country Profile: South Korea

## Fiscal Year 2007 Summary Statistics

## Permanent Labor Certification Program

### Summary Information

<b>Total Applications Processed</b>	<b>5,880</b>
Total Applications Certified	5,159
Average Annual Wage Offer	\$51,600
Percent working on H-1B Visa	42%
Percent Bachelors or Higher	66%
Average Age at Certification	38
<b>Percent of National Total</b>	<b>6%</b>



### Top 10 Employers

Employer Name	Apps Certified	Avg Wage Offer
Integrated Support Solutions, Inc.	70	\$17,826
Protocall NJ, Inc.	67	\$14,872
America's Catch, Inc.	50	\$12,514
Motorola, Inc.	32	\$64,404
LG Electronics Alabama, Inc.	21	\$47,570
Defense Language Institute Foreign Language Center	21	\$55,220
Wicked Fashions, Inc.	18	\$71,711
Applied Materials, Inc.	17	\$92,436
Joongang Daily News CA, Inc. Db a The Korea Daily	17	\$33,230
Against All Odds U.S.A., Inc	16	\$61,627

### Top 5 Classes of Admission

Visa Category	Positions Certified	Avg Annual Wage Offer	% Bachelors' or Higher
H-1B	2,152	\$62,713	97%
F-1	637	\$44,575	57%
B-2	486	\$35,743	23%
E-2	434	\$46,782	50%
F-2	131	\$33,863	21%

### Top 10 Occupations

No	Occupation	Apps Certified	Avg Wage Offer	No	Occupation	Apps Certified	Avg Wage Offer
1	Cooks, Restaurant	247	\$24,037	6	Electronics Engineers, Except Computer	109	\$89,380
2	Market Research Analysts	203	\$45,101	7	Computer Software Engineers, Systems Software	108	\$80,514
3	Chefs and Head Cooks	134	\$28,428	8	Computer Software Engineers, Applications	98	\$79,642
4	Architects, Except Landscape and Naval	125	\$55,869	9	Tailors, Dressmakers, and Custom Sewers	96	\$24,046
5	Accountants	114	\$55,996	10	Financial Analysts	90	\$76,611

### Top 10 U.S. States

State Name	Apps Certified	Avg Wage Offer	% H-1B Visas	% BA/BS or Higher	Major Economic Sector
California	2,069	\$54,259	39%	73%	Information Technology
New York	573	\$54,865	51%	64%	Information Technology
New Jersey	371	\$51,287	40%	57%	Information Technology
Virginia	235	\$43,528	26%	38%	Information Technology
Texas	207	\$58,189	57%	74%	Information Technology
Illinois	203	\$48,366	41%	72%	Information Technology
Georgia	182	\$41,870	31%	60%	Information Technology
Pennsylvania	149	\$39,527	28%	52%	Information Technology
Maryland	141	\$37,583	27%	37%	Information Technology
Washington	98	\$67,010	49%	81%	Information Technology



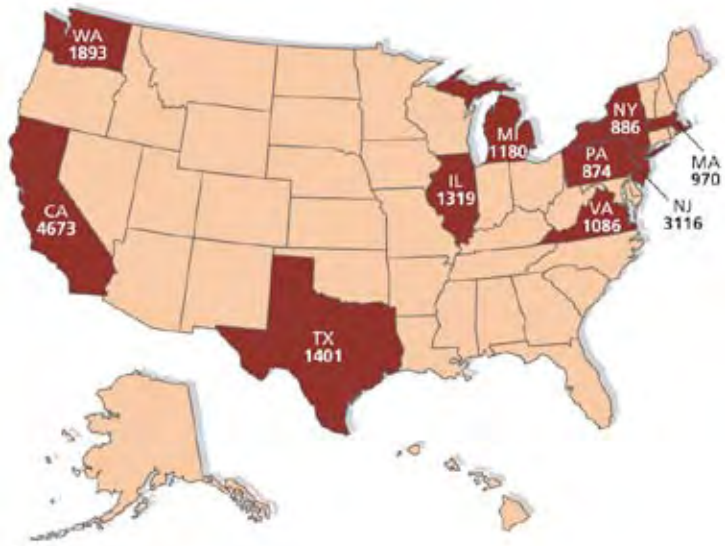
# Economic Sector Profile: Information Technology

Fiscal Year 2007 Summary Statistics

Permanent Labor Certification Program

## Summary Information

<b>Total Applications Processed</b>	<b>23,412</b>
Total Applications Certified	21,581
Average Annual Wage Offer	\$74,967
Percent working on H-1B Visa	86%
Percent Bachelors or Higher	98%
Average Age at Certification	32
<b>Percent of National Total</b>	<b>25%</b>



## Top 5 Countries of Citizenship

Country	Positions Certified	Avg Wage Offer
India	14,416	\$74,523
China	1,246	\$78,495
Canada	1,081	\$79,800
Pakistan	410	\$71,927
South Korea	324	\$73,418

## Top 10 Employers

Employer Name	Apps Certified	Avg Wage Offer
Microsoft Corporation	1,750	\$83,613
Cognizant Technology Solutions U.S. Corporation	556	\$63,930
Oracle USA, Inc.	414	\$84,727
Infosys Technologies Limited	264	\$82,607
Rapidigm, Inc.	246	\$59,036
IBM Corporation	236	\$84,837
Google Inc.	223	\$90,429
Covansys Corporation	223	\$64,156
Qualcomm Incorporated	189	\$73,203
Yahoo! Inc.	154	\$87,865

## Top 10 Industry Sub-Sectors

Sub-Sector	Positions Certified	Avg Wage Offer
Custom Computer Programming Services	10,279	\$73,377
Computer Systems Design and Related Services	5,145	\$77,745
Computer Systems Design Services	2,245	\$73,172
Other Computer Related Services	1,081	\$77,114
Software Publishers	964	\$79,544
Wireless Telecommunications Carriers (except Satellite)	721	\$73,816
Data Processing, Hosting and Related Services	460	\$79,335
Telecommunications	300	\$76,232
Motion Picture and Video Production	93	\$65,915
Computer Facilities Management Services	81	\$73,029

## Top 10 U.S. States

State Name	Apps Certified	Avg Wage Offer	% H-1B Visas	% BA/BS or Higher	Major Occupations
California	4,673	\$80,845	86%	98%	Computer Software Engineers, Applications
New Jersey	3,116	\$75,696	85%	98%	Computer Software Engineers, Applications
Washington	1,893	\$83,253	83%	100%	Computer Software Engineers, Systems Software
Texas	1,401	\$74,214	83%	98%	Computer Software Engineers, Applications
Illinois	1,319	\$70,894	85%	99%	Computer Software Engineers, Applications
Michigan	1,180	\$66,623	89%	98%	Computer Software Engineers, Applications
Virginia	1,086	\$75,289	90%	98%	Computer Software Engineers, Applications
Massachusetts	970	\$78,609	91%	98%	Computer Software Engineers, Applications
New York	886	\$76,934	84%	97%	Computer Software Engineers, Applications
Pennsylvania	874	\$64,128	88%	99%	Computer Software Engineers, Applications

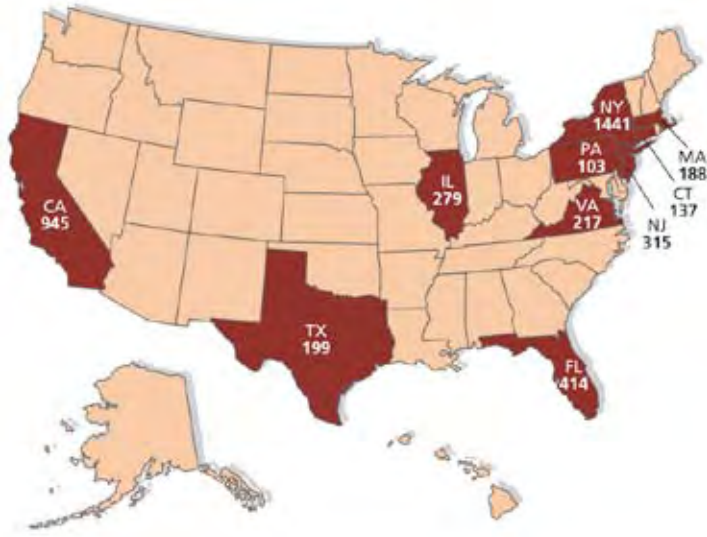
# Economic Sector Profile: Finance

## Fiscal Year 2007 Summary Statistics

## Permanent Labor Certification Program

### Summary Information

<b>Total Applications Processed</b>	<b>5,729</b>
Total Applications Certified	5,188
Average Annual Wage Offer	\$71,162
Percent working on H-1B Visa	84%
Percent Bachelors or Higher	96%
Average Age at Certification	33
<b>Percent of National Total</b>	<b>6%</b>



### Top 5 Countries of Citizenship

Country	Positions Certified	Avg Wage Offer
India	1,224	\$79,658
China	643	\$72,605
Canada	402	\$75,112
South Korea	283	\$60,382
Philippines	217	\$59,699

### Top 10 Employers

Employer Name	Apps Certified	Avg Wage Offer
Ernst & Young LLP	334	\$72,931
Goldman Sachs & Co.	136	\$84,252
Bank Of America	95	\$79,572
Merrill Lynch & Co., Inc.	95	\$77,300
HSBC Bank USA, N.A.	88	\$77,945
Lehman Brothers Inc.	73	\$89,199
Deutsche Bank	65	\$83,033
Capital One Services, Inc.	61	\$71,454
KPMG LLP	56	\$73,882
Credit Suisse Securities (USA) LLC	56	\$91,223

### Top 10 Industry Sub-Sectors

Sub-Sector	Positions Certified	Avg Wage Offer
Investment Banking And Securities Dealing	1,133	\$82,552
Offices Of Certified Public Accountants	695	\$64,169
Commercial Banking	428	\$74,070
Investment Advice	230	\$69,931
Accounting, Tax Preparation, Bookkeeping, and Payroll Services	212	\$62,011
Other Accounting Services	212	\$63,433
Mortgage And Nonmortgage Loan Brokers	165	\$55,420
Insurance Agencies and Brokerages	136	\$62,892
Portfolio Management	135	\$74,214
Financial Transactions Processing, Reserve, and Clearinghouse Activities	134	\$64,520

### Top 10 U.S. States

State Name	Apps Certified	Avg Wage Offer	% H-1B Visas	% BA/BS or Higher	Major Occupations
New York	1,441	\$79,123	89%	98%	Financial Analysts
California	945	\$68,366	76%	96%	Accountants
Florida	414	\$58,352	68%	84%	Financial Analysts
New Jersey	315	\$74,216	89%	95%	Auditors
Illinois	279	\$73,809	86%	97%	Computer Software Engineers, Applications
Virginia	217	\$69,708	84%	94%	Computer Systems Analysts
Texas	199	\$65,776	82%	95%	Accountants and Auditors
Massachusetts	188	\$74,651	91%	96%	Financial Analysts
Connecticut	137	\$75,846	92%	97%	Financial Analysts
Pennsylvania	103	\$67,884	86%	96%	Computer Software Engineers, Applications

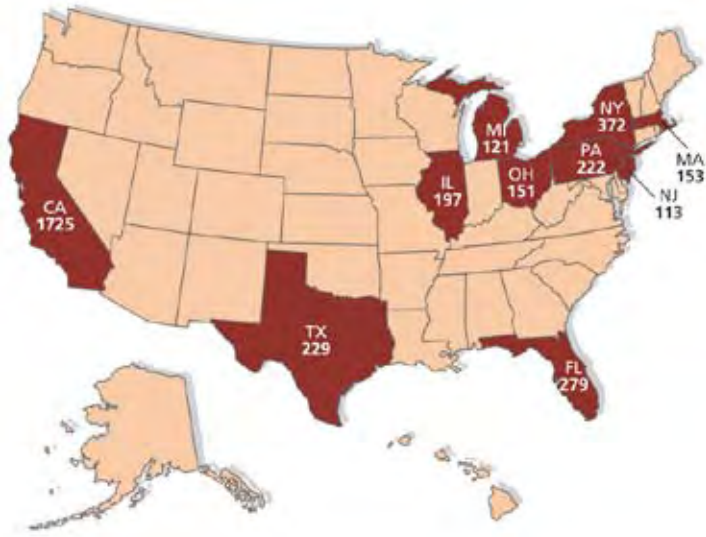
# Economic Sector Profile: Health Care

## Fiscal Year 2007 Summary Statistics

## Permanent Labor Certification Program

### Summary Information

<b>Total Applications Processed</b>	<b>5,843</b>
Total Applications Certified	5,086
Average Annual Wage Offer	\$49,028
Percent working on H-1B Visa	58%
Percent Bachelors or Higher	78%
Average Age at Certification	37
<b>Percent of National Total</b>	<b>6%</b>



### Top 5 Countries of Citizenship

Country	Positions Certified	Avg Wage Offer
Philippines	1,625	\$33,635
India	688	\$59,119
Canada	339	\$65,766
South Korea	263	\$51,107
Pakistan	231	\$59,861

### Top 10 Employers

Employer Name	Apps Certified	Avg Wage Offer
Bay Staffing And Home Care Services, Inc.	66	\$17,985
Western Dental Services, Inc.	53	\$99,318
Kindred Nursing Centers East, LLC	41	\$32,988
Albert Einstein Medical Center	39	\$45,435
Cleveland Clinic Foundation	36	\$61,230
Healthview Inc. DBA Pine Villa	33	\$15,870
United Healthcare Services, Inc.	30	\$68,811
Salus Healthcare	27	\$21,199
Aegis Therapies, Inc	25	\$53,578
Woodlands Heights Nursing Home	21	\$26,674

### Top 10 Industry Sub-Sectors

Sub-Sector	Positions Certified	Avg Wage Offer
General Medical and Surgical Hospitals	946	\$57,682
Offices Of Physicians (except Mental Health Specialists)	887	\$59,525
Nursing Care Facilities	568	\$29,726
Home Health Care Services	467	\$29,155
Offices Of Dentists	408	\$67,001
Offices Of Physicians	208	\$61,019
Offices Of Physical, Occupational and Speech Therapists, and Audiologists	202	\$52,899
Homes For The Elderly	189	\$20,374
Other Residential Care Facilities	119	\$23,471
Hospitals	97	\$55,638

### Top 10 U.S. States

State Name	Apps Certified	Avg Wage Offer	% H-1B Visas	% BA/BS or Higher	Major Occupations
California	1,725	\$37,063	23%	54%	Home Health Aides
New York	372	\$55,387	65%	80%	Physicians and Surgeons, All Other
Florida	279	\$52,872	73%	92%	Physicians and Surgeons, All Other
Texas	229	\$53,668	85%	96%	Medical and Clinical Laboratory Technologists
Pennsylvania	222	\$52,750	86%	95%	Physicians and Surgeons, All Other
Illinois	197	\$56,385	71%	90%	Physicians and Surgeons, All Other
Massachusetts	153	\$62,625	83%	93%	Internists, General
Ohio	151	\$61,886	89%	98%	Internists, General
Michigan	121	\$58,725	81%	98%	Internists, General
New Jersey	113	\$50,142	45%	69%	Occupational Therapists

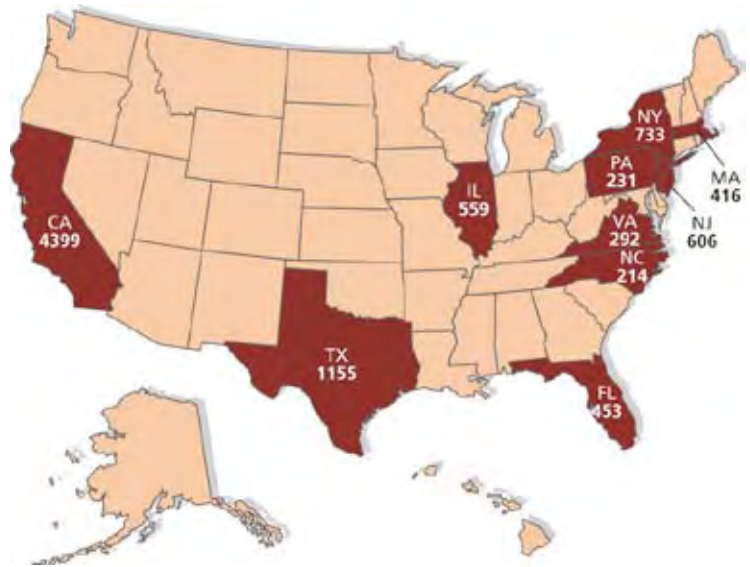
# Economic Sector Profile: Advanced Manufacturing

Fiscal Year 007 Summary Statistics

Permanent Labor Certification Program

## Summary Information

<b>Total Applications Processed</b>	<b>13,284</b>
Total Applications Certified	11,980
Average Annual Wage Offer	\$64,518
Percent working on H-1B Visa	65%
Percent Bachelors or Higher	79%
Average Age at Certification	34
<b>Percent of National Total</b>	<b>14%</b>



## Top 5 Countries of Citizenship

Country	Positions Certified	Avg Wage Offer
India	3,036	\$76,149
China	1,433	\$64,869
Mexico	981	\$37,855
Canada	913	\$76,551
South Korea	852	\$54,435

## Top 10 Employers

Employer Name	Apps Certified	Avg Wage Offer
Intel Corporation	351	\$79,452
Motorola, Inc.	311	\$67,266
Cisco Systems, Inc.	309	\$90,746
Texas Instruments Incorporated	296	\$82,186
Micron Technology, Inc.	203	\$64,985
Applied Materials, Inc.	180	\$86,158
Freescale Semiconductor, Inc.	166	\$72,473
Broadcom Corporation	151	\$89,249
Nvidia Corporation	147	\$89,592
Marvell Semiconductor Inc.	104	\$87,990

## Top 10 Industry Sub-Sectors

Sub-Sector	Positions Certified	Avg Wage Offer
Semiconductor and Other Electronic Component Manufacturing	1,498	\$80,691
Semiconductor and Related Device Manufacturing	997	\$78,645
Electronic Computer Manufacturing	488	\$85,814
Communications Equipment Manufacturing	372	\$69,961
Computer and Electronic Product Manufacturing	287	\$83,028
Pharmaceutical And Medicine Manufacturing	275	\$75,016
Computer and Peripheral Equipment Manufacturing	258	\$77,272
Poultry Processing	244	\$17,756
Electromedical and Electrotherapeutic Apparatus Manufacturing	198	\$77,557
Medical Equipment and Supplies Manufacturing	152	\$71,499

## Top 10 U.S. States

State Name	Apps Certified	Avg Wage Offer	% H-1B Visas	% BA/BS or Higher	Major Occupations
California	4,399	\$71,305	68%	86%	Electronics Engineers, Except Computer
Texas	1,155	\$70,185	75%	86%	Electrical Engineers
New York	733	\$50,479	43%	51%	Bakers
New Jersey	606	\$57,209	55%	65%	Chemists
Illinois	559	\$62,652	74%	88%	Computer Software Engineers, Systems Software
Florida	453	\$51,961	63%	70%	Computer Software Engineers, Systems Software
Massachusetts	416	\$73,348	76%	87%	Computer Software Engineers, Systems Software
Virginia	292	\$46,255	42%	52%	Construction Laborers
Pennsylvania	231	\$60,331	63%	71%	Production Workers, All Other
North Carolina	214	\$50,753	52%	60%	Meat, Poultry, and Fish Cutters and Trimmers



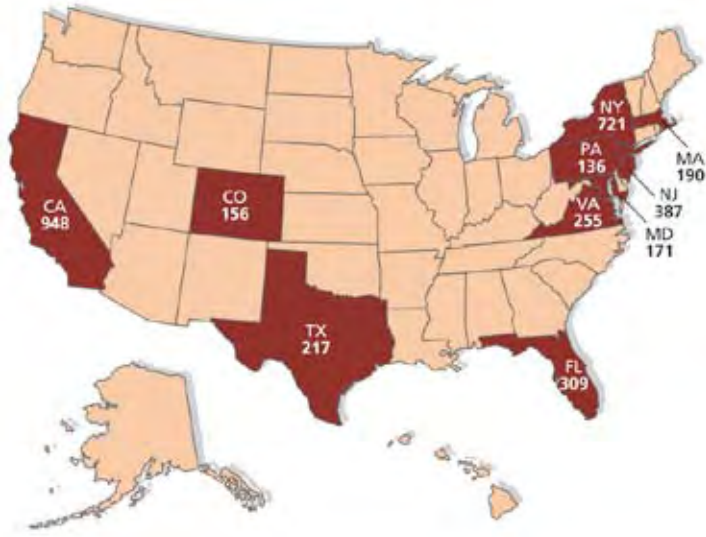
# Economic Sector Profile: Hospitality

## Fiscal Year 2007 Summary Statistics

## Permanent Labor Certification Program

### Summary Information

<b>Total Applications Processed</b>	<b>5,903</b>
Total Applications Certified	4,769
Average Annual Wage Offer	\$30,632
Percent working on H-1B Visa	12%
Percent Bachelors or Higher	20%
Average Age at Certification	36
<b>Percent of National Total</b>	<b>6%</b>



### Top 5 Countries of Citizenship

Country	Positions Certified	Avg Wage Offer
Mexico	1,065	\$24,829
China	626	\$26,250
South Korea	452	\$29,459
India	349	\$38,888
Ecuador	204	\$26,591

### Top 10 Employers

Employer Name	Apps Certified	Avg Wage Offer
Colorado Mgp, Inc. DBA 3 Margaritas	14	\$23,504
Benny's Kosher Cafe	13	\$22,576
Behringer Harvard LP DBA	12	\$18,580
316 West 49th Restaurant Corp	11	\$24,695
Levys Kosher Garden Corporation	11	\$22,611
Golden Partners, Inc. DBA Golden Corral	10	\$24,249
3 Margaritas XVI, Inc.	10	\$21,944
3 Margaritas XV, Inc. DBA: 3 Margaritas	10	\$23,088
Sushi Yama Inc	9	\$25,901
Mongolian Grill, Inc	9	\$17,206

### Top 10 Industry Sub-Sectors

Sub-Sector	Positions Certified	Avg Wage Offer
Full-service Restaurants	3,427	\$27,287
Hotels (except Casino Hotels) and Motels	498	\$45,487
Limited-service Restaurants	339	\$31,297
Travel Agencies	121	\$49,505
Food Services and Drinking Places	106	\$25,593
Caterers	62	\$31,526
Tour Operators	29	\$52,354
Food Service Contractors	28	\$48,277
Limited-service Eating Places	23	\$29,911
Casino Hotels	21	\$62,949

### Top 10 U.S. States

State Name	Apps Certified	Avg Wage Offer	% H-1B Visas	% BA/BS or Higher	Major Occupations
California	948	\$30,284	9%	21%	Cooks, Restaurant
New York	721	\$32,885	12%	13%	Cooks, Restaurant
New Jersey	387	\$31,145	6%	13%	Cooks, Restaurant
Florida	309	\$37,040	33%	37%	Cooks, Restaurant
Virginia	255	\$27,031	5%	14%	Cooks, Restaurant
Texas	217	\$31,368	18%	24%	Cooks, Restaurant
Massachusetts	190	\$28,759	8%	12%	Cooks, Restaurant
Maryland	171	\$31,147	12%	21%	Cooks, Restaurant
Colorado	156	\$27,050	7%	10%	Cooks, Restaurant
Pennsylvania	136	\$25,198	7%	16%	Cooks, Restaurant







**EMPLOYMENT AND TRAINING ADMINISTRATION**  
UNITED STATES DEPARTMENT OF LABOR

