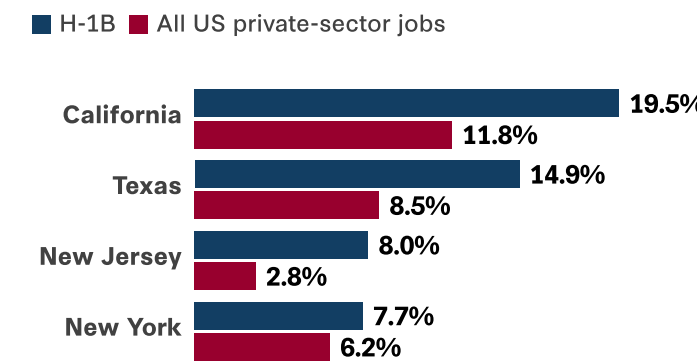


Where H-1B Work is Based

The H-1B visa lets US employers hire foreign professionals for jobs that require at least a bachelor’s degree, from software engineers to accountants to doctors. Demand far exceeds the 85,000 annual cap, so the visas are allocated by lottery, and about one registration in five ended in an approved petition. Federal records obtained by [Bloomberg](#) under the Freedom of Information Act (FOIA) cover the four FY2021–24 lotteries. They show **where that work is based, and which employers file for it**.

1 Half of the H-1B work is based in four states

Share of approved H-1B petitions and of US private-sector jobs, by state

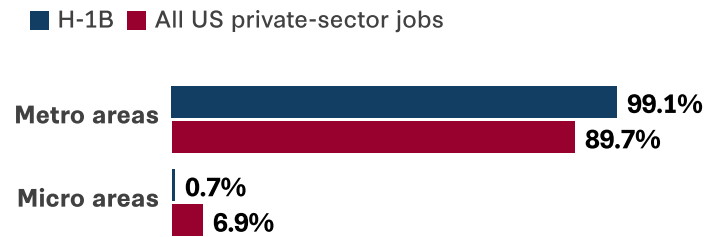


The four largest hold 50% of the petitions and 29% of US private-sector jobs.

Source: H-1B: USCIS petition records obtained by Bloomberg under the Freedom of Information Act, FY2021–24. US benchmark: Census Bureau, County Business Patterns 2022.

2 H-1B work is highly concentrated in metro areas

Share of each total, by type of area

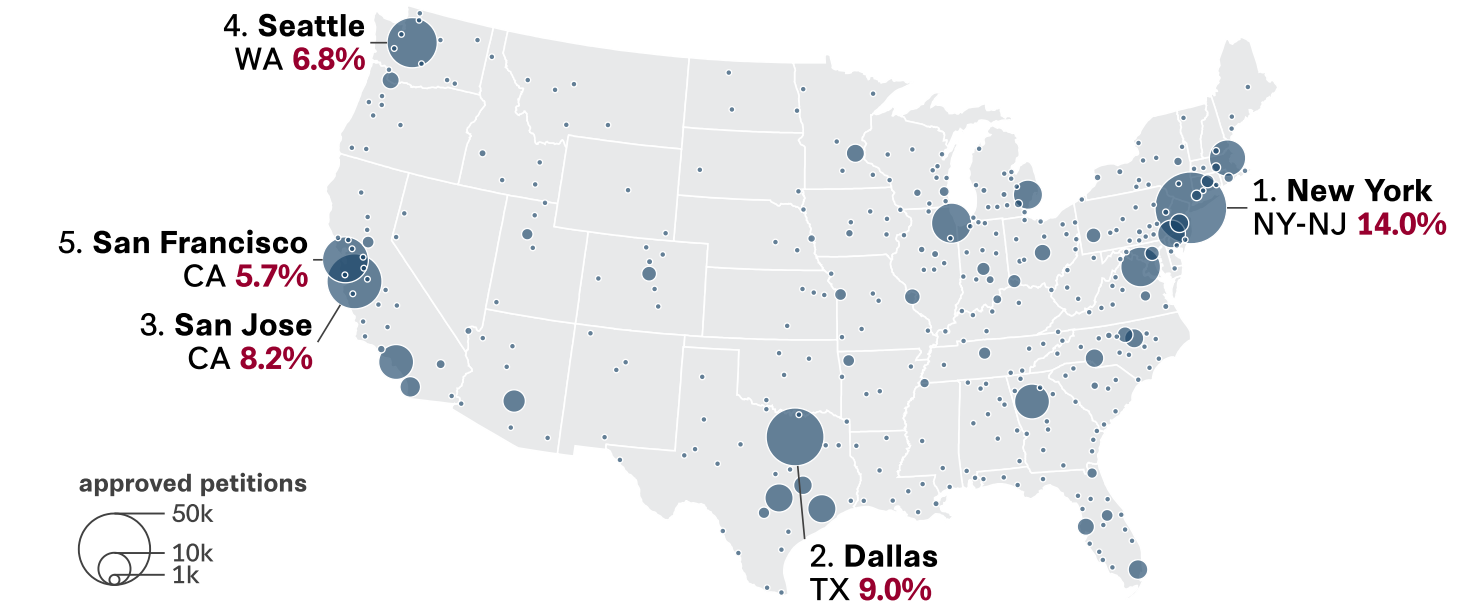


99.1% of the work is in a metro area, compared to just 89.7% of US private-sector jobs.

Source: H-1B: USCIS petition records obtained by Bloomberg under the Freedom of Information Act, FY2021–24. US benchmark: Census Bureau, County Business Patterns 2022. Statistical areas: US Office of Management and Budget, list of July 2023. Counties belonging to neither kind of area are in the totals but not drawn: 0.2% of the H-1B work and 3.4% of US private-sector jobs.

3 Five metro areas hold 44% of the work

One circle per metro area, sized by approved H-1B petitions. The five largest are named, with their share



Source: H-1B: USCIS petition records obtained by Bloomberg under the Freedom of Information Act, FY2021–24. Statistical areas: US Office of Management and Budget, list of July 2023. Metro outlines: the Census Bureau’s cartographic boundary file, on an Albers equal-area projection.

4 The biggest employers file by the thousands

The ten largest H-1B employers, by approved petitions

#	Employer, as filed	Approved petitions	% of approved petitions	Running total, %
1	AMAZON.COM SERVICES LLC	13,468	3.7%	3.7%
2	INFOSYS LIMITED	11,193	3.1%	6.8%
3	TATA CONSULTANCY SVCS LTD	7,998	2.2%	9.0%
4	COGNIZANT TECHNOLOGY SOLUTIONS US CORP	6,412	1.8%	10.8%
5	GOOGLE LLC	5,233	1.4%	12.2%
6	IBM CORPORATION	4,355	1.2%	13.4%
7	MICROSOFT CORPORATION	4,309	1.2%	14.6%
8	META PLATFORMS INC	3,988	1.1%	15.7%
9	WIPRO LIMITED	3,511	1.0%	16.7%
10	CAPGEMINI AMERICA INC	3,129	0.9%	17.5%

Source: H-1B: USCIS petition records obtained by Bloomberg under the Freedom of Information Act, FY2021–24. Employers are grouped by federal tax ID and shown under the name on the most recent petition.

KEY TAKEAWAYS:

H-1B petitions are concentrated in a handful of places, and the biggest employers file by the thousands:

- 50% of the H-1B work is based in four states:** California, Texas, New Jersey, and New York.
- H-1B work is more highly concentrated in metro areas than private-sector jobs:** 99.1 percent of H-1B work sits in metro areas, compared to just 89.7 percent of US private-sector jobs.
- A handful of metro areas dominate.** H-1B work sites span 385 metro areas, but the top five (New York, Dallas, San Jose, Seattle, and San Francisco) hold 44 percent of the work.
- The biggest filers file by the thousands.** The ten largest employers took 17.5 percent of all approved petitions, while 82 percent of employers won fewer than five.

Notes. Figures describe the 363,024 approved H-1B cap petitions of FY2021–24. A petition is the application an employer files, for new cap-subject employment, for a worker whose registration was drawn in the lottery; a visa can be issued only after USCIS approves it. Work sites in the US territories (65 petitions) are excluded throughout. Three denominators are used. State shares are of the petitions naming a work-site state in the fifty states and DC (362,758), against all US private-sector jobs. The area-type chart and the metro map use the petitions whose work site can be placed there (362,198), against the private-sector jobs the Census Bureau can place in a county (128,213,588). Employer shares are of the petitions at work sites in the fifty states and DC (362,959), grouped by federal tax ID. Alaska and Hawaii are outside the map frame.

Sources: USCIS H-1B I-129 petition records obtained by [Bloomberg](#) under FOIA, FY2021–24; US Census Bureau, County Business Patterns 2022 and cartographic boundary files; US Office of Management and Budget, statistical areas, July 2023; Department of Housing and Urban Development postal-code-to-county crosswalk. Full analysis: [H-1B Worker Geography](#) (hoover.org).