

#### Bright Domestic Prospects Shaded By H1-B Labor Condition Applications

Bright looked at recent labor condition applications (LCAs) by organizations intending to hire H1- B workers. An LCA is not an actual H1-B application rather an *intent* to hire an H1-B worker after an unsuccessful domestic search. Our extensive research demonstrated that while the H1-B program may be valid for some positions, such as Application Developers and Specialized Computer Occupations, there are other positions, such as Financial Analysts or Electrical Engineers, where the H1-B program may not be required, and is used by hiring companies to save search time or for bulk hiring.

Within the top 10 jobs, there are an estimated 134% more candidates nationwide than there were positions requested. Additionally, we found that domestic student enrollment in computer and mathematical graduate programs has grown 88% in the last decade, while foreign student enrollment has dwindled 13%. There does not appear to be a sudden mass shortage of educated domestic workers, rather a handful of outsourcing firms who file a majority of the LCAs and are uninterested in domestic candidates. 82% of the positions requested by the top 20 companies were requested by outsourcing firms.

We believe any company can find domestic candidates for their positions by using a tool like Bright, which searches millions of active resumes and surfaces qualified candidates. Whether companies need one specialized candidate or a bulk of entry-level positions, Bright can help. The Bright Score looks at hundreds of features on a resume and instantly scores how well it matches a job description. The instant scoring allows recruiters to quickly find good fit candidates, just as we found good fit candidates for the most popular positions requested to be filled with an H1-B visa.

## **Qualified Candidates Found for Top 10 H1-B LCA Jobs**

#### Source

For this analysis, we used a Comma-separated Values file provided by the US Department of Labor. The file consisted of all Labor Condition Applications for Fiscal Year 2012, Quarter 4.

#### Method

First we determined the top 10 jobs for H1-B LCAs and the top 3 metropolitan areas for each job. Next, we searched Bright's resume database—consisting of 5% of all job seekers active in the last 45 day— to locate potential candidates in each of the metropolitan areas (this produced the graph on page 2). We also searched nationally for each job, since a national search should precede an international search. During both national and local searches, we used the Bright Score and a sample job description to find qualified candidates. The Bright Score compares millions of resumes in its database to a given job description, scoring each resume on hundreds of features to see how well the resume fits the job. The result is a score on a 0-100 scale, with a score of 70 or above meaning a candidate is a good fit. Finally, to calculate the estimates below, we used the total amount of active job seekers found nationally for each job, and then multiplied our 5% sample of active job seekers in the last 45 days by 20 to determine total candidates in an estimated 100% population.

# ⇒ For FY2013 Q2, Bright found more qualified job candidates for over half of the top-10 H1-B LCA jobs than there were applications to fill those jobs.

Standard Occupation Classification	H1-B LCAs FY2013 Q2**	Estimate of Total Amount of <i>Good Fit</i> Candidates
Computer Systems Analysts	101,480	28,880
Computer Programmers	62,297	75,560
Software Developers, Applications	30,915	31,560
Computer Occupations, All Other	35,278	6,700
Electronics Engineers, Except Computer	8,099	33,060
Financial Analysts	7,186	89,280
Accountants and Auditors	9,616	24,480
Software Developers, Systems Software	10,880	18,140
Computer and Information Systems Managers	13,099	11,460
Management Analysts	8,683	56,460

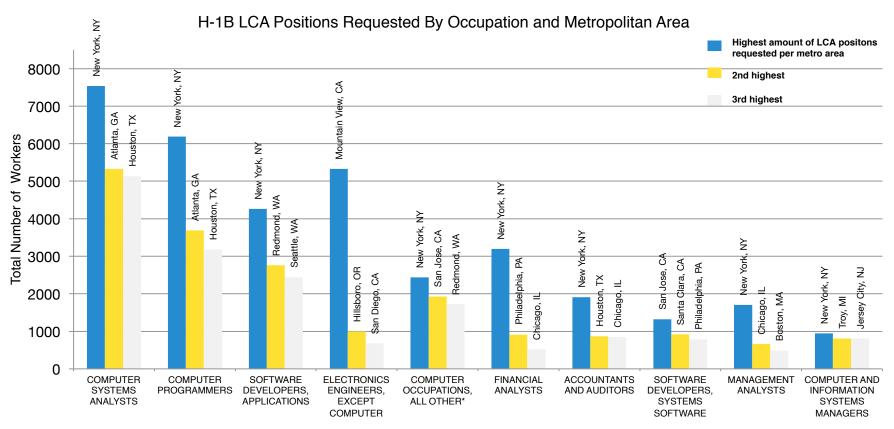
#### **Summary of Available National Candidates**

- 278,850 total requested H1-B positions for top 10 jobs
- 375,580 total good fit candidates found
- 134% more candidates than requested positions for top 10 jobs
- 238% more candidates than requested positions for top 10 jobs that individually have more candidates than jobs



## **Surplus of Financial Analysts**

⇒ Financial Analysts accounted for 6<sup>th</sup> highest amount of H1-B LCAs, but Bright Score found more qualified candidates for this position than any other.

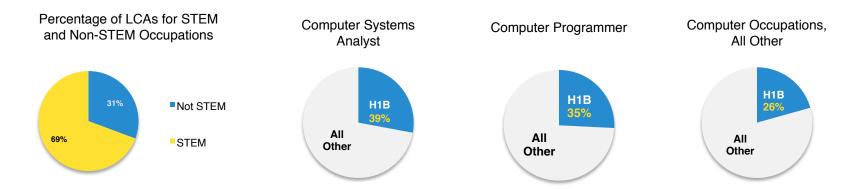


Standard Occupation Classification

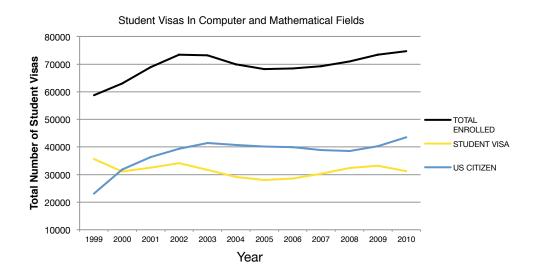
<sup>\*</sup>Computer Occupations, All Other includes all positions under SOC Code 15-1199: Software Quality Assurance Engineers and Testers, Computer Systems Engineers/Architects, Web Administrators, Geospatial Information Scientists and Technologists, Geographic Information Systems Technicians, Database Architects, Data Warehousing Specialists, Business Intelligence Analysts, Information Technology Project Managers, Search Marketing Strategists, Video Game Designers, Document Management Specialist



⇒ Majority of H1-B LCAs were for STEM fields, and three positions had very high proportions of H1-B LCAs to total number of people currently employed.



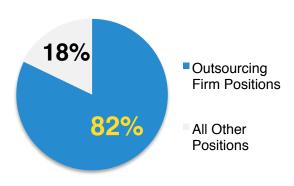
⇒ US Citizens enrolled in computer and mathematical graduate fields has grown by 88% in last 10 years, while foreign students enrolling with temporary visas has declined 13%.



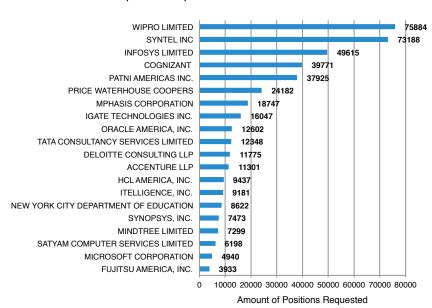


# ⇒ Majority of H1-B LCAs are submitted by outsourcing firms uninterested in domestic candidates

Positions Requested By Top 20 Companies

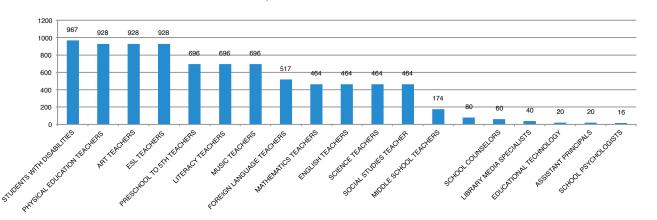


Top 20 Companies With H-1B LCAs



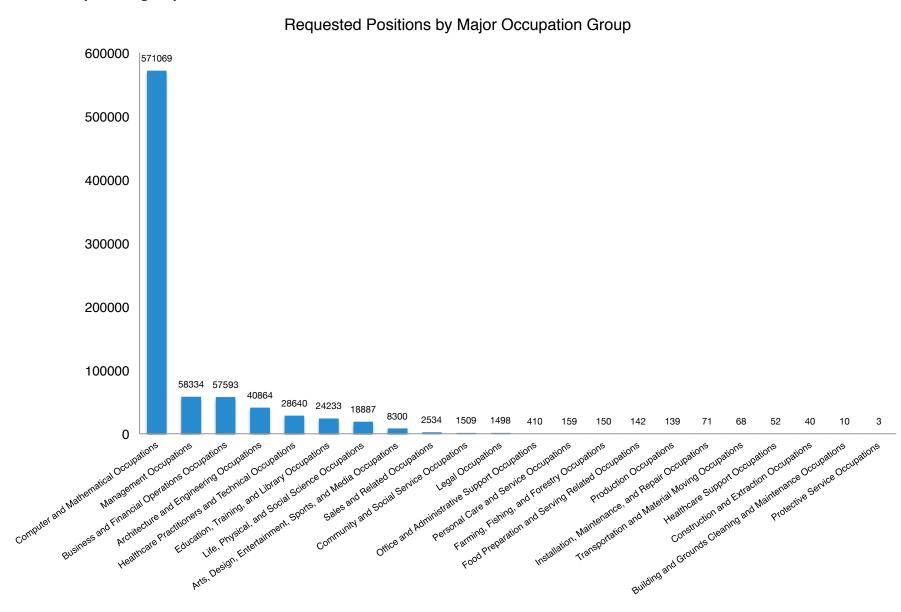
# ⇒ New York Department of Education had an unusually high amount of H1-B LCA positions requested

### NY Dept of Education Breakdown





⇒ Since the graph for all Standard Occupation Classifications would be too difficult to read and interpret, we looked at major occupations group into which the SOC's are classified.





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