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H-1B Sponsorship

2024 Business Profiles Report

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Welcome to Our Fifth Annual H-1B Sponsorship Report

We are just as excited to share our analysis with you this year as we were when we first launched this report.

While 2024 saw a notable decline in business-related H-1B applications compared to 2023, the total application volume remains well above historical levels. This suggests that the record-breaking numbers from 2023 were not merely a one-time anomaly but rather part of a broader trend.

However, with a new administration in place, the landscape is shifting, and major reforms to the H-1B program are expected in 2025. While we remain confident that the H-1B will continue to be the premier pathway for skilled international professionals, we are mindful of the increasing uncertainty and rising costs—factors that could impact employers' willingness to sponsor candidates.

For now, we invite you to explore our findings and gain valuable insights from this 2024 report. We encourage you to share it with colleagues, classmates, and peers—and as always, we welcome your feedback and questions.
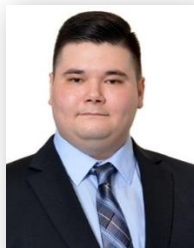
Alexandre Rossier
Client Success Specialist

Stefan Hall
Business Analyst

What is the H-1B and why is it so important?

The H-1B is the primary work permit for international talents to start working and living in the United States. It follows a lottery system that attributes a maximum of 85,000 new visas to sponsored applicants each year in April. For every H-1B petition filed with the USCIS, a Labor Condition Application (LCA) must be included which will be certified by the Department of Labor (DOL). The LCA is designed to ensure that the wage offered to the non-immigrant worker meets or exceeds the prevailing wage in the area of employment.

The vast majority of H-1B applications, over 90%, are for engineers, scientists, artists, and other non-business profiles, so it can be quite misleading to just look at the unfiltered data.

As a result, we remove all the 'noise' and only retain the relevant applications for business profiles. This gives a better idea of the sponsorship landscape for business professionals and can also help identify employers who are more likely to sponsor business candidates, considering they have done so recently. Likewise, you can also more easily identify which industries or job areas are gaining or losing traction.

Business H-1B Overview

While total visa applications declined modestly in 2024, the business-related H-1B applications experienced a sharper decline, falling by 12.5%, from 74,917 to 65,494. Despite this drop, demand for business roles remains high compared to historical norms, which typically ranged in the mid to high 40,000s.

This report delves into the latest H-1B data, exploring overall trends alongside key insights across states, industries, job areas, and major employers. By examining these patterns, we aim to provide a clearer picture of how the H-1B landscape is evolving and what it means for business professionals and employers alike.

Applications by Profile Type

65,494 Applications for Business Profiles (out of 780,884 total applications in 2024)

*Compared to 74,917 in 2023 **(-12.5%)***
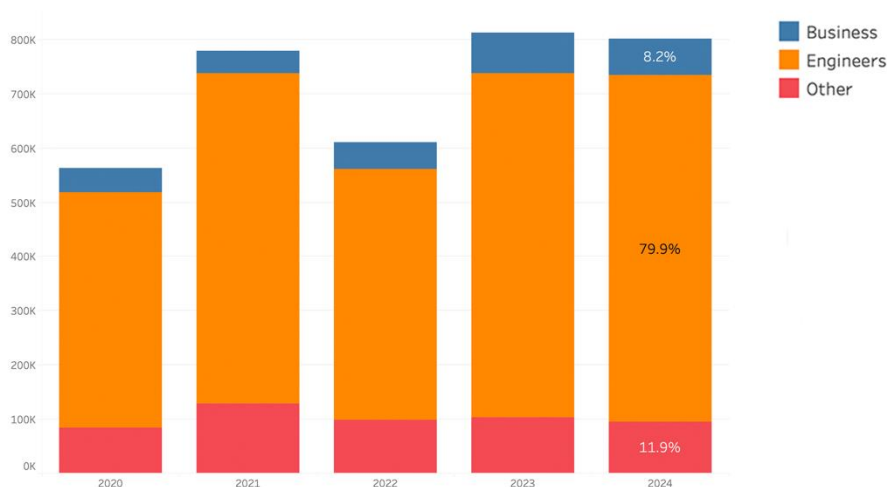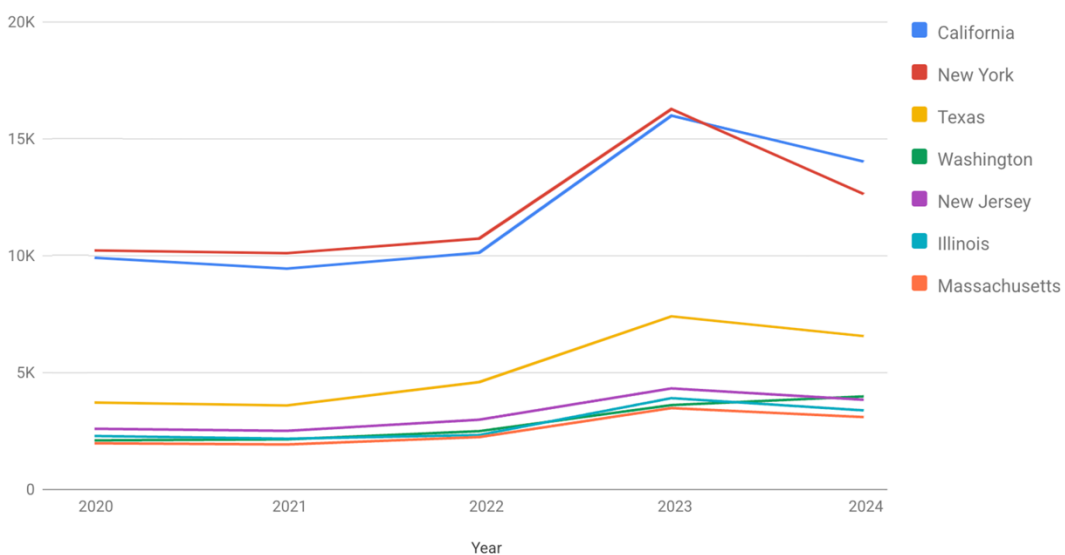
H-1B USA Overview

The top three states haven't changed for 2024, but their order has shifted slightly, with California taking the top spot with a decent little margin over New York. Washington stood out among all states with a small increase in applications.

Top States in 2024

New York
Applications: **12,641**

California
Applications: **14,034**

Texas
Applications: **6,566**

Trends of Top States
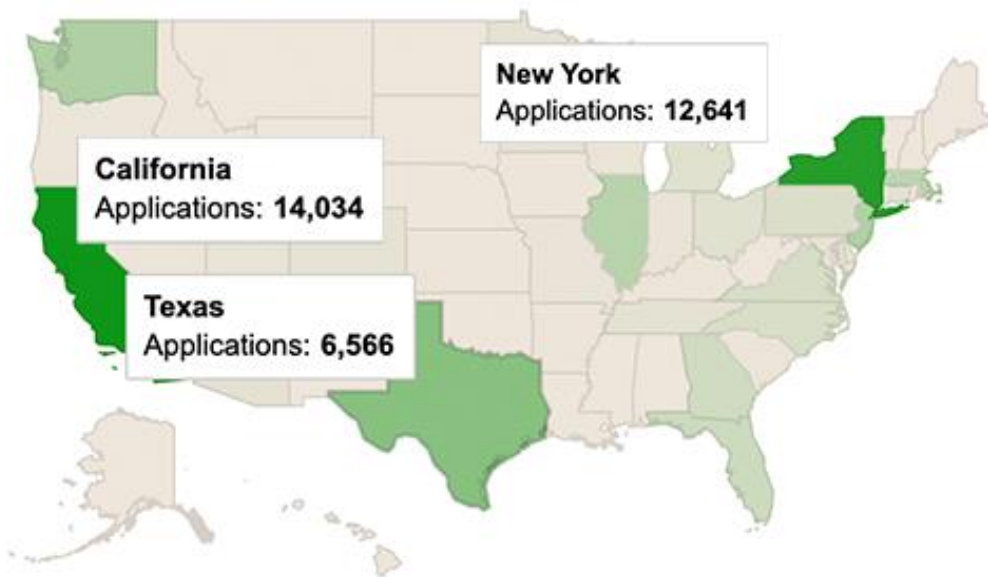
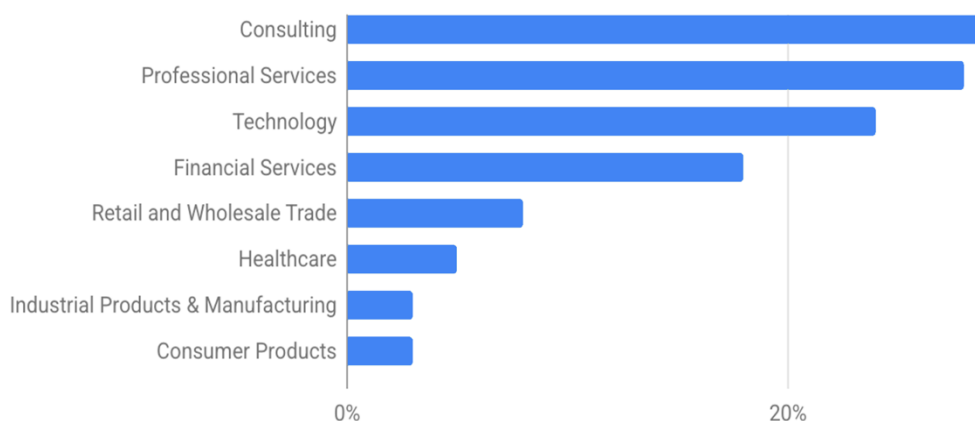- California
- New York
- Texas
- Washington
- New Jersey
- Illinois
- Massachusetts

While most industries saw a decrease in applications compared to 2023, we did see a rise in applications from the Retail & Wholesale industry.

Top Industries in 2024

Industry Trends
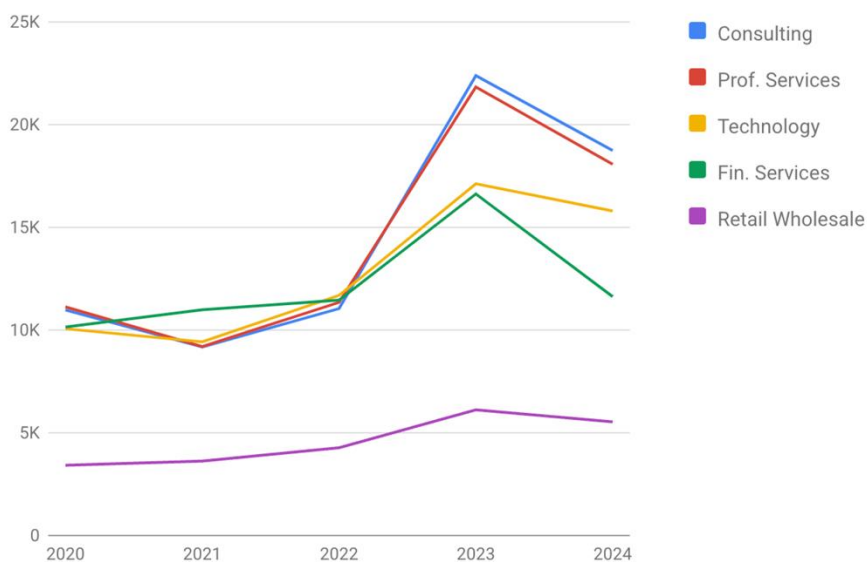
Looking at Job Areas, while most of them saw a decrease, there was a large increase in IT applications, jumping it all the way up to second place in terms of business applications, passing Investment Occupations, Consulting and Marketing.

Top Job Areas in 2024

Trends by Top Job Areas

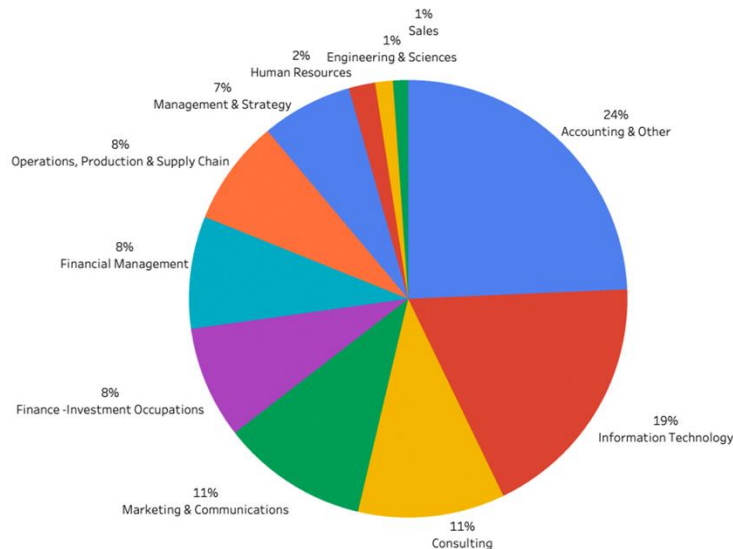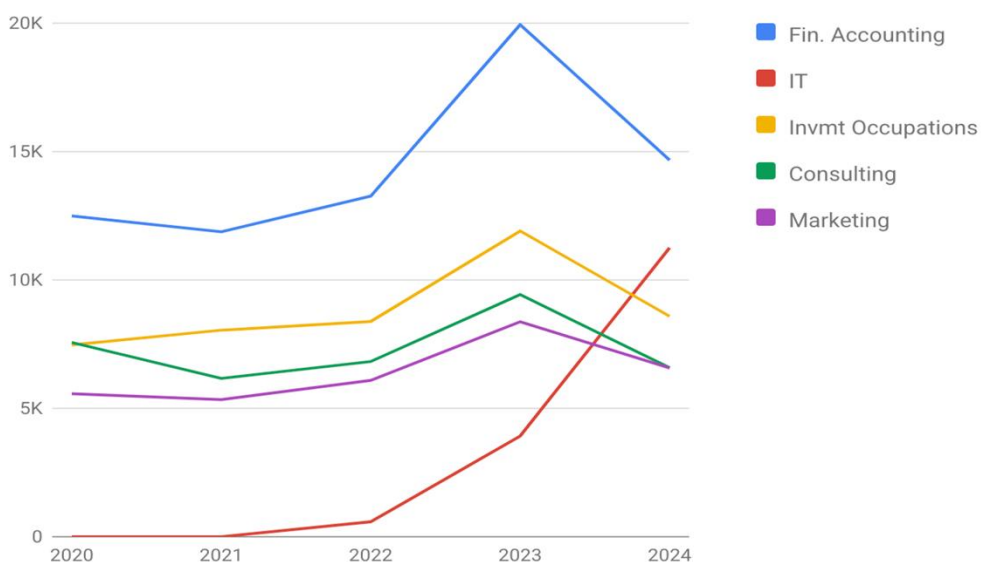In terms of employers, while EY is still at the top, there was a decrease in overall applications. Amazon and PwC were two of the outliers that saw some increase in applications compared to 2023.

Top Employers *- # of 2024 H-1B applications for business profiles*

#	Employer	-	Primary Industry	H1B Applications			Top 3 Job Areas
				2022	2023	2024	
1	EY	EY	Professional Services	3848	11063	10120	Fin. Accounting / Invmt Occupations / IT
2	amazon	Amazon	Technology	2297	3300	3745	Operations / IT / Marketing
3	Deloitte.	Deloitte	Professional Services	1818	2970	2168	IT / Fin. Accounting / Consulting
4	pwc	PricewaterhouseCoopers	Professional Services	677	781	1217	Fin. Accounting / IT / Invmt Occupations
5	Google	Google	Technology	528	974	893	Marketing / IT / Consulting
6	Goldman Sachs	Goldman Sachs Group	Financial Services	1293	1677	844	Fin. Accounting / Invmt Occupations / Financial Mgmt
7	Microsoft	Microsoft Corporation	Technology	603	673	625	Marketing / Consulting / Financial Mgmt
8	McKinsey & Company	McKinsey & Company	Consulting	447	659	578	Consulting / Mgmt & Strategy / IT
9	J.P.Morgan	J.P. Morgan Chase	Financial Services	548	779	571	Invmt Occupations / Fin. Accounting / Financial Mgmt
10	CREDIT SUISSE	Credit Suisse	Financial Services	273	669	544	Invmt Occupations / Fin. Accounting / Financial Mgmt

Trends by Top Employers
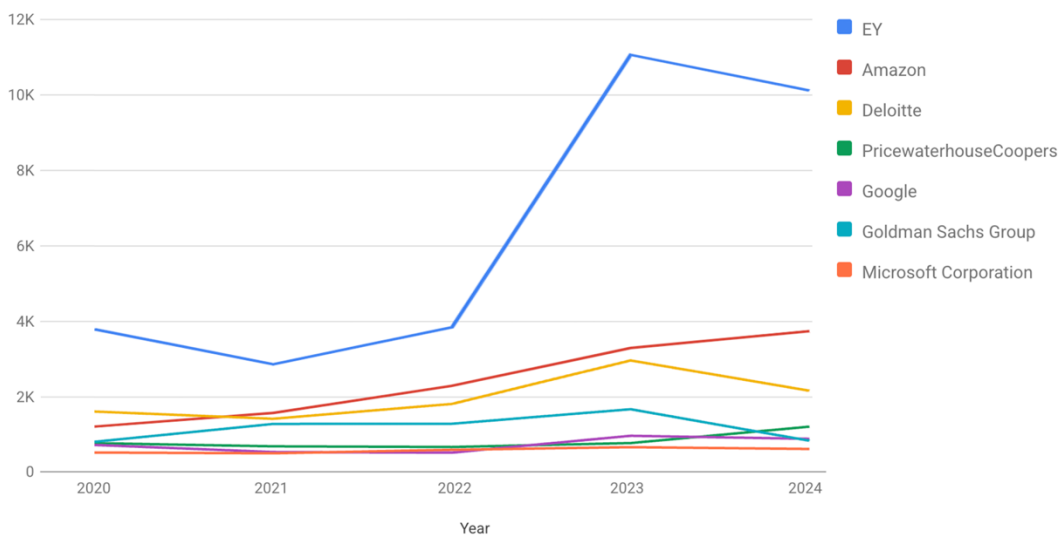
H-1B Popular States

The year 2024 saw California move from 2nd place to 1st place in business H-1B sponsorship applications surpassing New York. While there was an overall decrease in applications compared to 2023, the Technology industry showed a small increase for 2024, undoubtably helped by the significant increase in applications for IT roles.

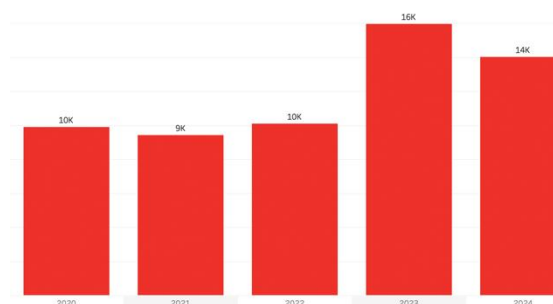| 14034 |
|---|
| LCA Applications |

1st
Ranking

Top Cities

City	Wage
San Francisco (2787)	$133K
San Jose (1508)	$135K
Los Angeles (1146)	$92K
Sunnyvale (778)	$160K
Santa Clara (574)	$158K
Irvine (541)	$96K
Mountain View (473)	$157K
Fremont (419)	$135K
San Diego (407)	$115K
Palo Alto (323)	$167K

Trends in Applications

Year	Applications
2020	10K
2021	9K
2022	10K
2023	16K
2024	14K

Top Employers

EY, Google, amazon, Deloitte, Apple, pwc, Meta, TESLA, LinkedIn, intuit

Top Job Titles - *with prevailing wage*

Job Title	Wage
Accountants And Auditors (1181)	$89K
Financial And Investment Analyst (251)	$104K
Associate (207)	$93K
Product Manager (188)	$144K
Financial Analyst (177)	$101K
Accountant (168)	$75K
Management Analyst (141)	$82K
Financial Risk Specialist (131)	$101K
Manager (124)	$125K
Senior Associate (119)	$95K

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Top industries

Technology
Professional Services
Consulting
Financial Services
Retail and Wholesale Trade
Healthcare
Consumer Products
Media Arts and Entertainment

0%   10%   20%   30%

Industry Trends

Legend:
- Technology
- Professional Services
- Consulting
- Finanical Services
- Retail & Wholesale Trade

Technology: 3'211 — 3'089 — 3'404 — 4'909 — 5000
Professional Services: 2'404 — 2'087 — 2'349 — 4'836 — 3'733
Consulting: 1'911 — 1'803 — 1'947 — 4'195 — 3'324
Finanical Services: 1'501 — 1'470 — 1'442 — 2'077 — 1'523
Retail & Wholesale Trade: 650 — 662 — 799 — 1'072 — 918

Top Job Areas

- 23.3% Accounting & Other
- 18.6% Information Technology
- 13.8% Marketing & Communications
- 10.4% Finance - Investment Occupations
- 8.2% Operations, Production & Supply Chain
- 8.1% Consulting
- 6.9% Management & Strategy
- 1.6% Engineering & Sciences

Job Area Trends

Legend:
- Accounting & Other
- Information Technology
- Marketing & Communications
- Finance - Investment Occupations
- Consulting

Accounting & Other: 2'680 — 2'529 — 2'695 — 4'401 — 3'222
Information Technology: 0 — 0 — 88 — 628 — 2'564
Marketing & Communications: 1'845 — 1'692 — 1'766 — 2'542 — 1'898
Finance - Investment Occupations: 1'455 — 1'387 — 1'414 — 2'049 — 1'437
Consulting: 1'356 — 1'206 — 1'157 — 1'613 — 1'118

2020   2021   2022   2023   2024

New York dropped to 2nd place for 2024, with almost 3k less applications than in 2023. While there was a decrease across the board for trends, some things definitely dropped more than others. Most notably there was a significant drop in applications in the Financial Services industry.
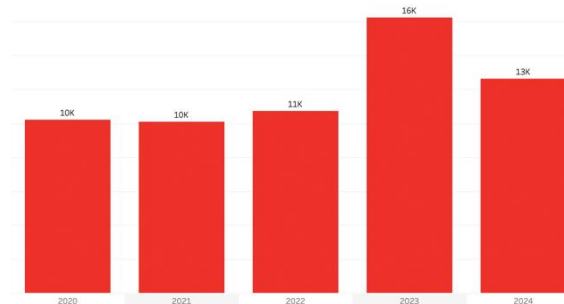
12641
LCA Applications

2nd
Ranking

Top Cities

City	Wage
New York (10993)	$121K
Brooklyn (331)	$111K
Long Island City (186)	$110K
Purchase (58)	$135K
Buffalo (52)	$97K
Flushing (51)	$73K
Bronx (48)	$100K
Queens (37)	$99K
White Plains (36)	$121K
New York City (33)	$128K

Trends in Applications

Year	Applications
2020	10K
2021	10K
2022	11K
2023	16K
2024	13K

Top Employers

EY | Goldman Sachs | CREDIT SUISSE | Deutsche Bank | J.P.Morgan | Morgan Stanley | pwc | amazon | Deloitte. | CITI

Top Job Titles - *with prevailing wage*

Job Title	Wage
Associate (857)	$109K
Accountants And Auditors (688)	$89K
Analyst (634)	$90K
Vice President (526)	$146K
Financial And Investment Analyst (458)	$114K
Financial Risk Specialist (223)	$116K
Senior Associate (215)	$108K
Manager (165)	$138K
Quantitative Researcher (145)	$116K
Management Analyst (131)	$99K
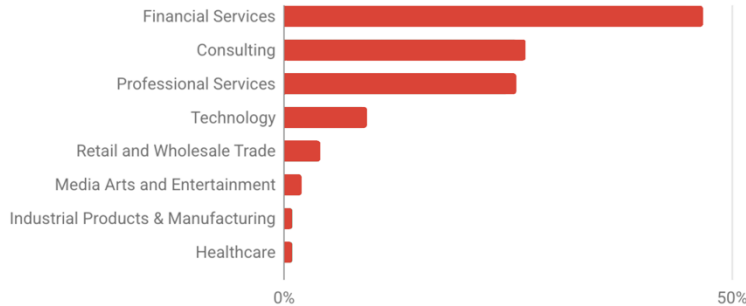
Top industries
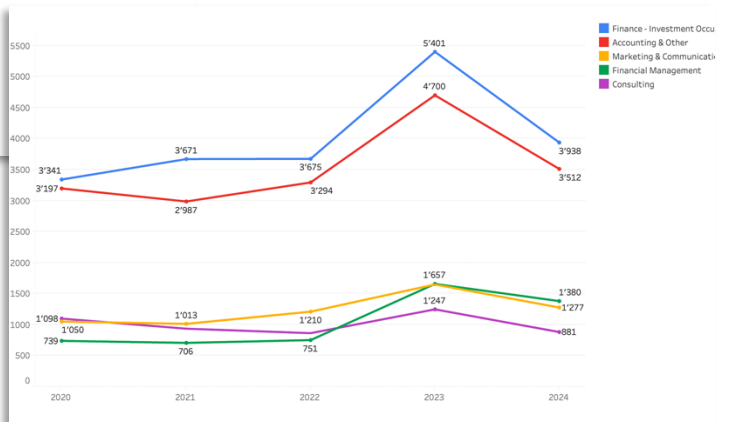

Industry Trends
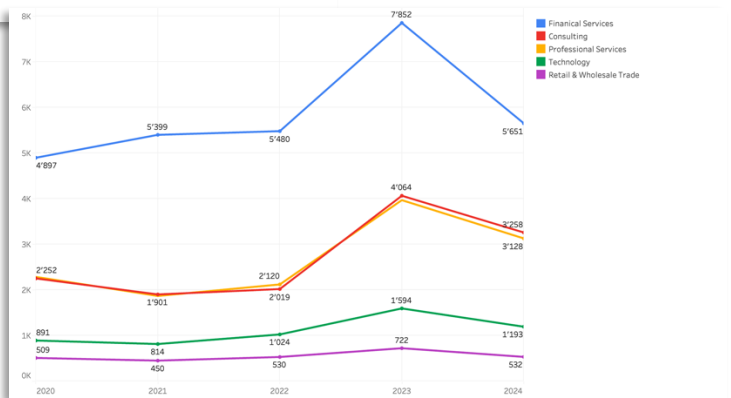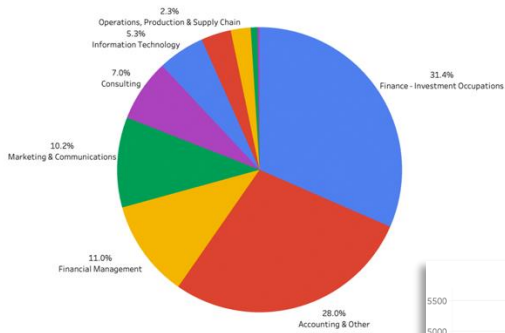
Top Job Areas

Job Area Trends

Texas remains in 3rd place, like it has for the past few years, with an overall decrease of around 800 applications. The trends are similar to other top states, with an overall decrease. However, there was a slight increase in the Retail & Wholesale industry and a huge increase in the IT job area, jumping it all the way up to first place for number of applications.
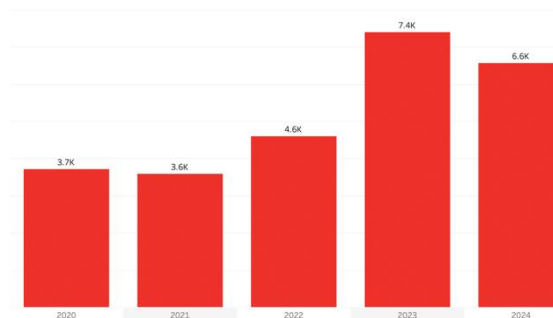
6566
LCA Applications

3rd
Ranking

Top Cities

Dallas (1342)	$100K
Austin (1120)	$114K
Houston (1082)	$96K
Plano (397)	$104K
Irving (383)	$101K
Frisco (202)	$117K
Richardson (197)	$113K
San Antonio (164)	$91K
Fort Worth (120)	$94K
Round Rock (100)	$119K

Trends in Applications

Year	Applications
2020	3.7K
2021	3.6K
2022	4.6K
2023	7.4K
2024	6.6K

Top Employers

EY, amazon, Deloitte, Goldman Sachs, pwc, Infosys, BCG, Apple, Dell Technologies, Cognizant

Top Job Titles - *with prevailing wage*

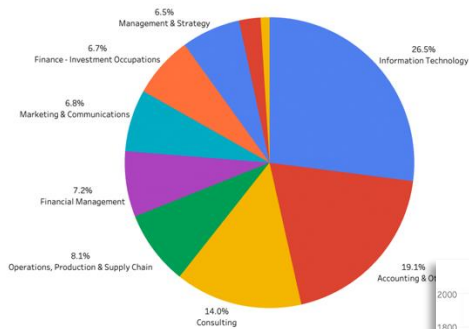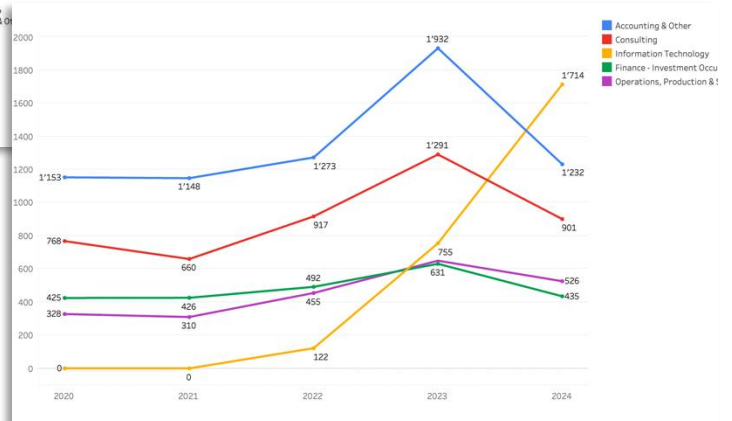|	
Accountants And Auditors (361)	$73K
Manager (130)	$124K
Information Security Analysts (121)	$107K
Accountant (106)	$65K
Computer And Information Systems Managers (104)	$170K
Management Analyst (104)	$82K
Principal Consultant - Us (96)	$125K
Financial And Investment Analyst (73)	$90K
Financial Analyst (71)	$76K
Financial Risk Specialist (70)	$77K

Top industries

Industry Trends
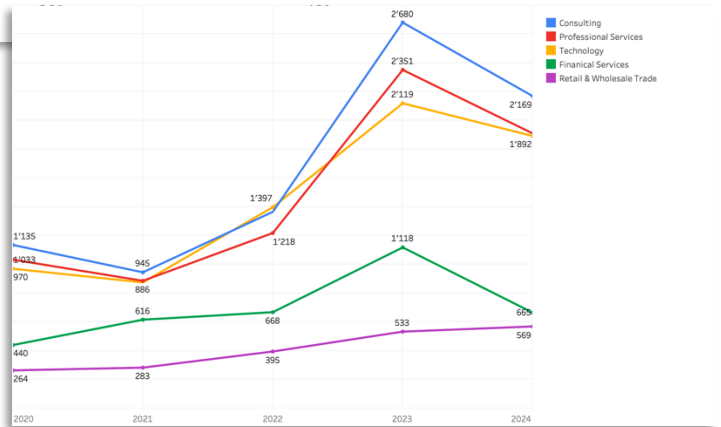
Top Job Areas

Job Area Trends

Washington was an outlier this year, being one of the only states that increased applications and showed an upward trend across most industries. There were also smaller drops in job areas, with some even showing marginal increases, but there was a huge increase in applications for IT, jumping up to the top spot for 2024, compared to fifth place in 2023.
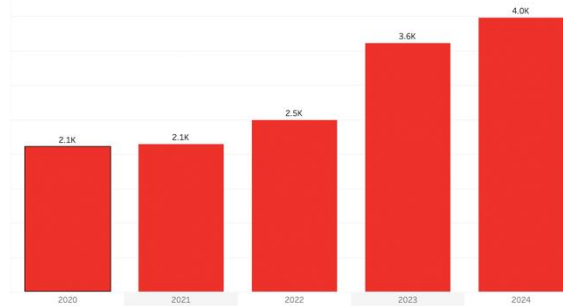
3986
LCA Applications

4th
Ranking

Top Cities

Seattle (1937)	$128K
Bellevue (1042)	$127K
Redmond (534)	$113K
Bothell (84)	$136K
Kirkland (57)	$154K
Lynnwood (26)	$111K
Everett (22)	$126K
Vancouver (21)	$100K
Sammamish (21)	$151K
Issaquah (17)	$175K

Trends in Applications

Chart showing applications by year:
- 2020: 2.1K
- 2021: 2.1K
- 2022: 2.5K
- 2023: 3.6K
- 2024: 4.0K

Top Employers

amazon, Microsoft, EY, ByteDance, Deloitte, pwc, Google, Meta, expedia group, salesforce

Top Job Titles - *with prevailing wage*

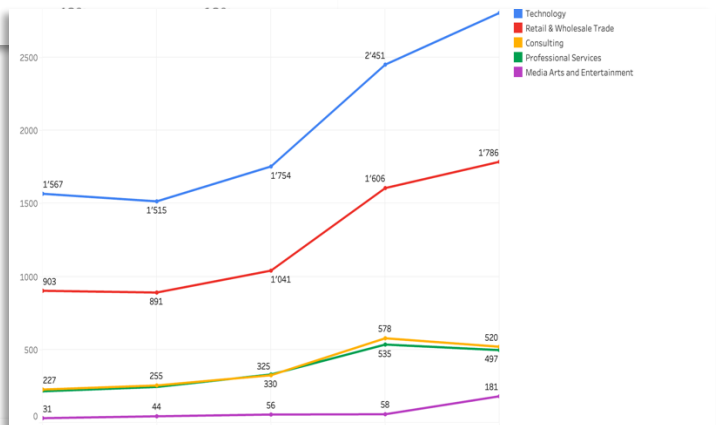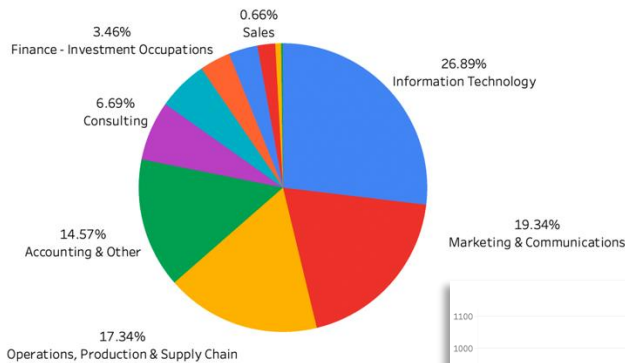|	
Manager III, Software Development (272)	$180K
Financial Analyst III (126)	$95K
Supply Chain Manager II (109)	$87K
Product Manager (100)	$135K
Supply Chain Manager III (93)	$108K
Accountants And Auditors (92)	$79K
Financial Analyst II (62)	$79K
Product Marketing (54)	$95K
Senior Manager, Software Development (52)	$205K
Instock Manager III (52)	$105K

Top industries

Industry Trends

Top Job Areas

Job Area Trends
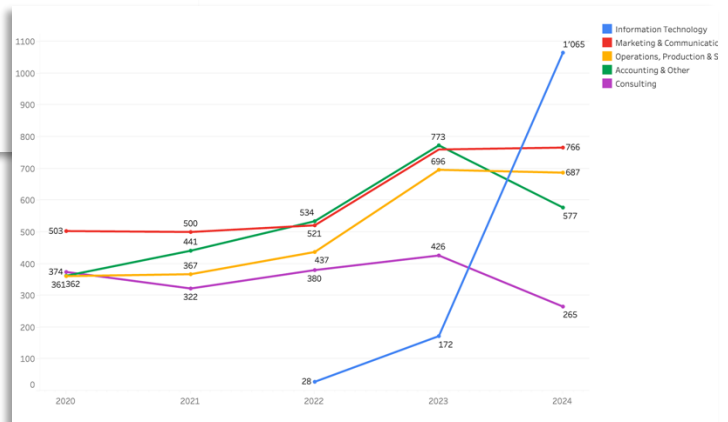
H-1B Popular Job Areas

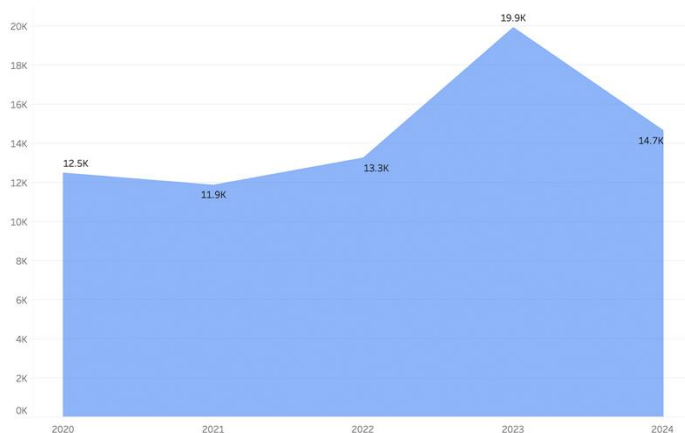While Accounting had the largest drop of all Job Areas, it still retains its top spot due to sheer volume of applications. While the Technology and Retail & Wholesale Trade industries were relatively unaffected, Consulting, Professional Services and Financial Services all had significant decreases in Accounting applications.
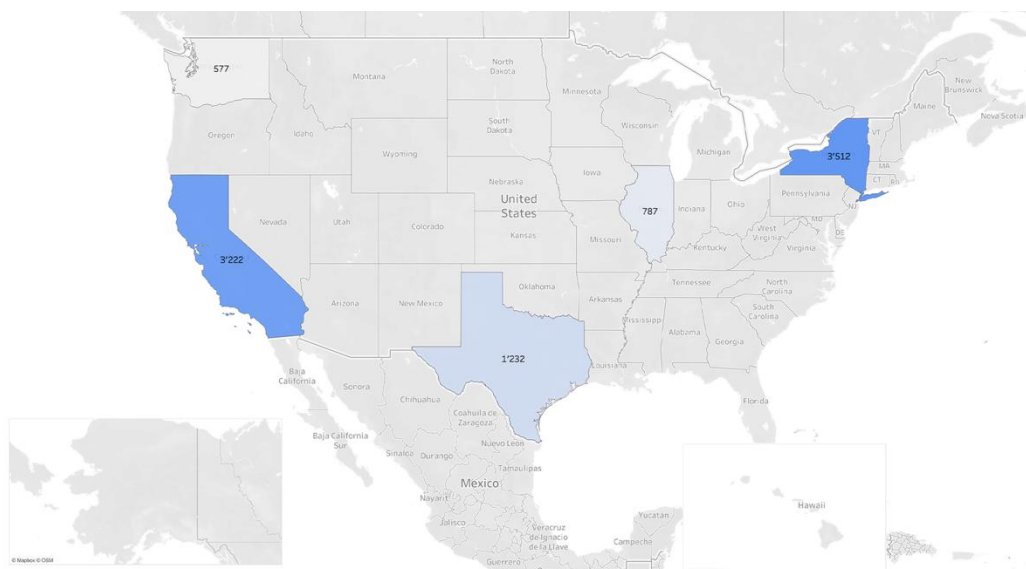
14.7k
LCA Applications

1st
Ranking

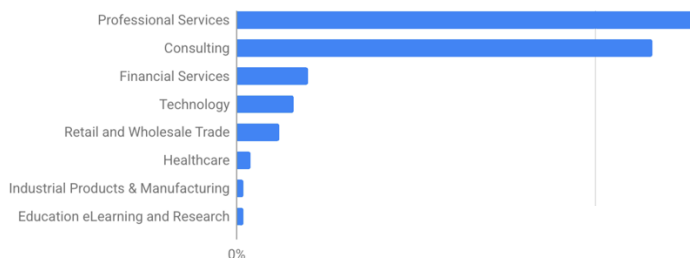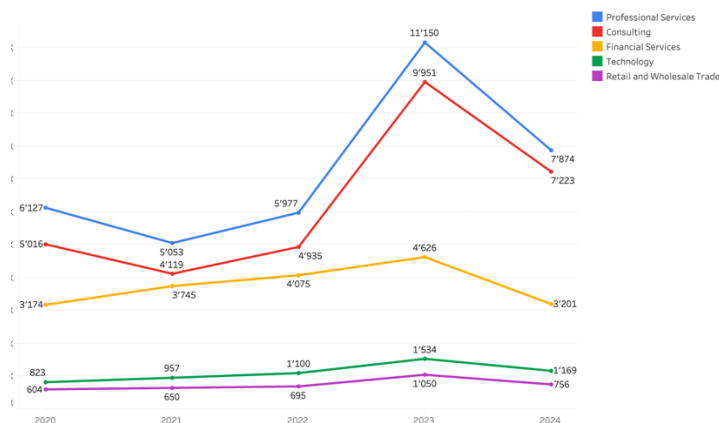## Trends Job Area

Top Locations

Top Employers

EY · amazon · Deloitte. · Goldman Sachs · Google · Infosys · J.P.Morgan · CITI · pwc · CREDIT SUISSE

Top Job Titles - *with prevailing wage*

Accountants And Auditors (4375)	$81K
Accountant (637)	$68K
Staff Accountant (336)	$64K
Senior Associate (292)	$83K
Tax Senior (269)	$82K
Manager (224)	$106K
Associate (216)	$77K
Financial Analyst III (205)	$95K
Senior Accountant (197)	$84K
Tax Manager (180)	$113K

Top Industries

Professional Services
Consulting
Financial Services
Technology
Retail and Wholesale Trade
Healthcare
Industrial Products & Manufacturing
Education eLearning and Research

0%

Industry Trends

Legend:
- Professional Services
- Consulting
- Financial Services
- Technology
- Retail and Wholesale Trade

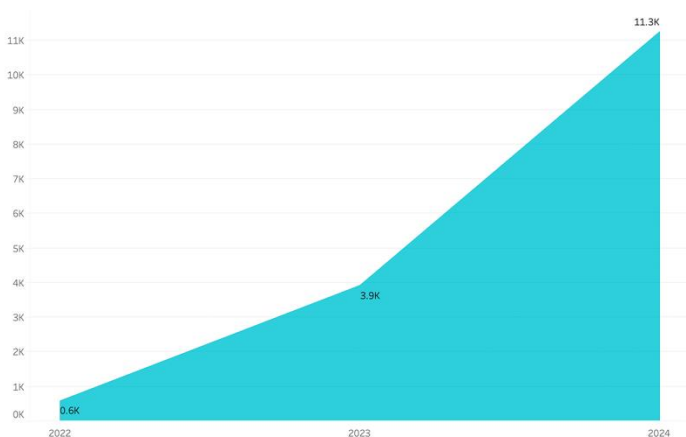|	2020	2021	2022	2023	2024
Professional Services	6'127	5'053	5'977	11'150	7'874
Consulting	5'016	4'119	4'935	9'951	7'223
Financial Services	3'174	3'745	4'075	4'626	3'201
Technology	823	957	1'100	1'534	1'169
Retail and Wholesale Trade	604	650	695	1'050	756

IT definitely went against the trend for 2024, with applications almost tripling from 2023. This enabled it to take the second overall spot for 2024, up from fifth place the year before. There were increases across the board for the top industries, with the largest increases coming from the Technology and Retail & Wholesale Trade industries.
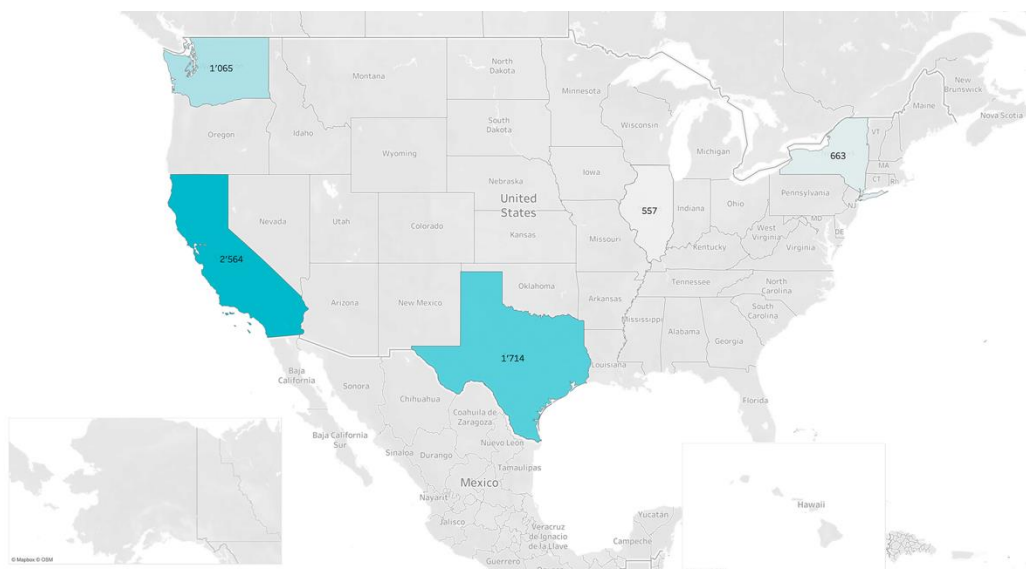
11.3k
LCA Applications

2nd
Ranking

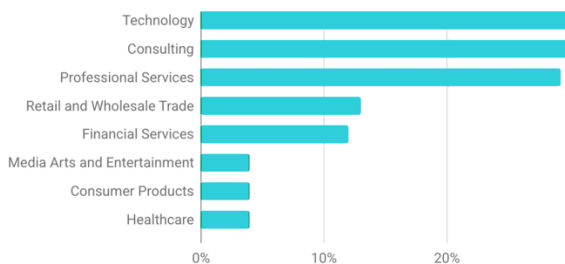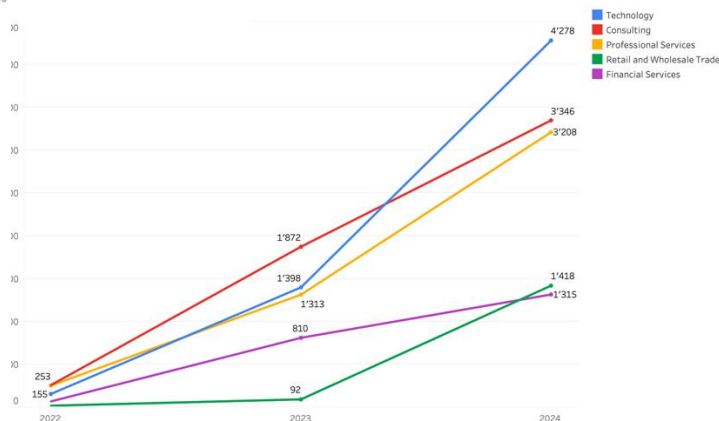## Trends Job Area

Top Locations

Top Employers

EY · amazon · Deloitte. · pwc · tcs TATA CONSULTANCY SERVICES · Meta · Google · salesforce · Apple · PayPal

Top Job Titles - *with prevailing wage*

Job Title	Wage
Information Security Analysts (708)	$108K
Computer And Information Systems Managers (477)	$177K
Manager III, Software Development (434)	$178K
Manager (423)	$142K
User Interface Designer (275)	$71K
Engineering Manager (223)	$200K
Senior Manager (186)	$176K
Specialist Master (166)	$138K
Technical Program Manager III (159)	$157K
Information Security Analyst (158)	$102K

Top Industries

Technology
Consulting
Professional Services
Retail and Wholesale Trade
Financial Services
Media Arts and Entertainment
Consumer Products
Healthcare

0%   10%   20%

Industry Trends

Legend: Technology, Consulting, Professional Services, Retail and Wholesale Trade, Financial Services

4'278
3'346
3'208
1'872
1'398
1'313
810
1'418
1'315
253
155
92

2022   2023   2024

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While Investment Occupations also experience a significant decrease in overall applications, when looking at the trends we can see that most of this drop is coming from the Financial Services industry, with the other major industries showing much smaller drops in applications.
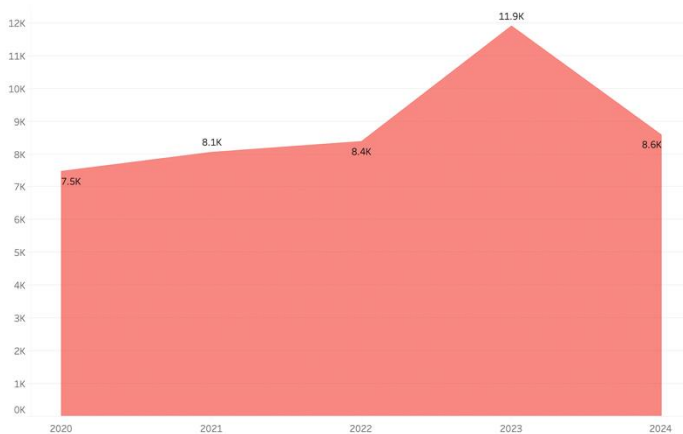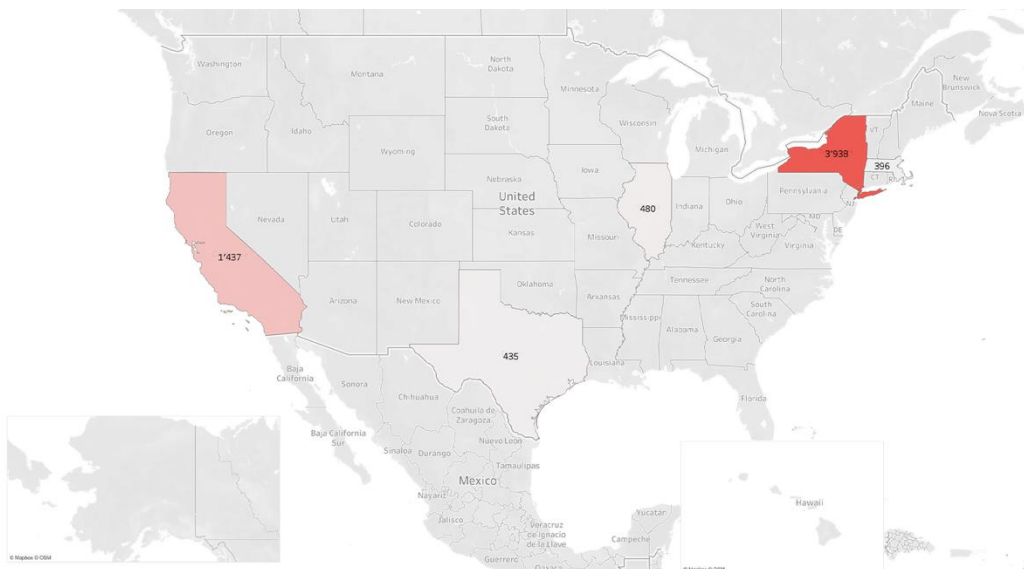
8.6k
LCA Applications

3rd
Ranking

Trends Job Area

7.5K	8.1K	8.4K	11.9K

8.6K

Top Locations

3'938
396
480
1'437
435

Top Employers

EY | Deutsche Bank | CREDIT SUISSE | Goldman Sachs | J.P.Morgan | Morgan Stanley | PJT Partners | pwc | CITI | Bank of America

Top Job Titles - *with prevailing wage*

Job Title	Prevailing Wage
Financial And Investment Analyst (1381)	$103K
Analyst (726)	$90K
Associate (696)	$116K
Financial Analyst (511)	$87K
Vice President (301)	$146K
Senior Associate (146)	$116K
Senior Financial Analyst (129)	$91K
Investment Analyst (100)	$102K
Research Analyst (91)	$144K
Financial And Investment Analysts (80)	$111K

Top Industries

Financial Services
Consulting
Professional Services
Technology
Healthcare
Retail and Wholesale Trade
Industrial Products & Manufacturing
Real Estate

0% — 50%

Industry Trends

Legend: Financial Services, Consulting, Professional Services, Technology, Healthcare

Financial Services: 4'728 (2020), 5'075 (2021), 5'042 (2022), 6'753 (2023), 4'312 (2024)
Consulting / Professional Services: 967/962 (2020), 1'079/1'110 (2021), 1'142/1'185 (2022), 2'670 (2023), 2'142/2'022 (2024)
Technology: 674 (2020), 674 (2021), 800 (2022), 816 (2023), 569 (2024)
Healthcare: 163 (2020), 182 (2021), 173 (2022), 256 (2023), 157 (2024)

Consulting saw a significant drop in applications for 2024, even dropping slightly below levels seen in 2022. While there was a big drop in most industries, Financial Services and Healthcare seem to be relatively unimpacted, showing only a very minimal drop in applications.
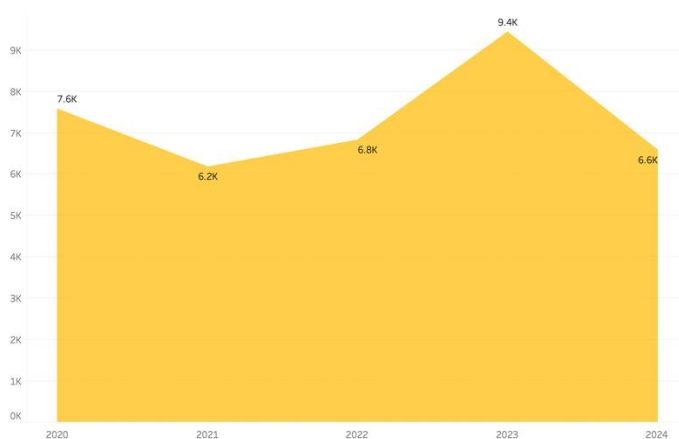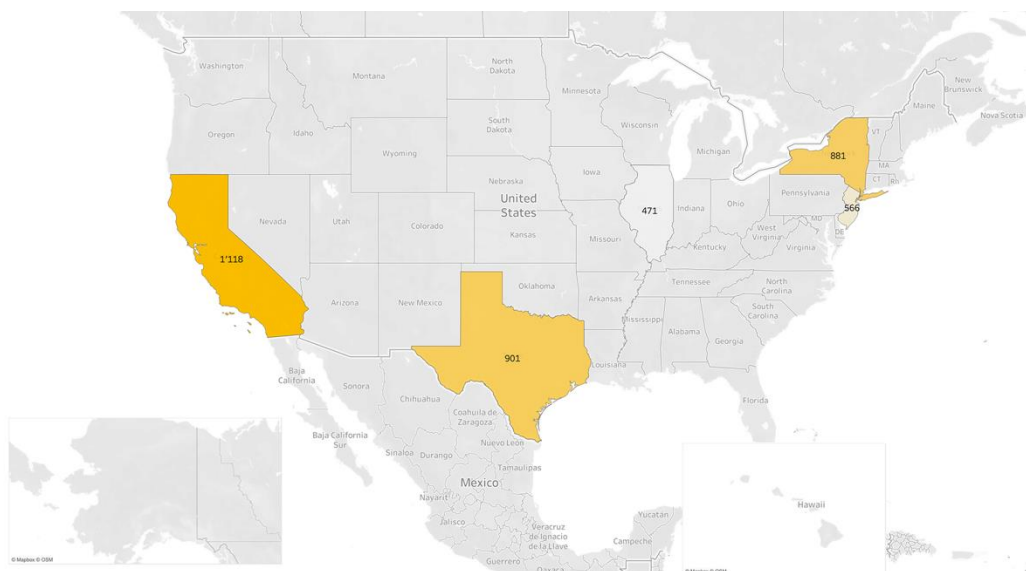
6.6k
LCA Applications

4th
Ranking

Trends Job Area

Top Locations

Top Employers
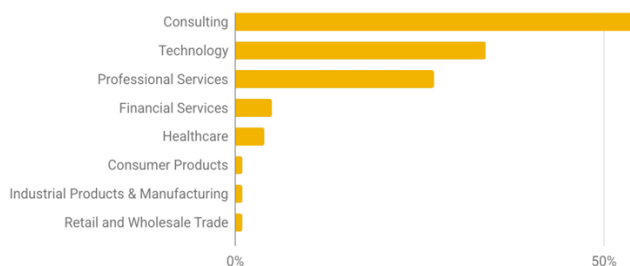
McKinsey & Company | Infosys | EY | BCG | Cognizant | Deloitte. | accenture | wipro | Microsoft | Google

Top Job Titles - *with prevailing wage*

Job Title	Wage
Management Analyst (755)	$87K
Business Analyst (406)	$83K
Principal Consultant - Us (340)	$131K
Consultant (210)	$111K
Project Leader (181)	$144K
Manager (156)	$135K
Engagement Manager (management Consultant) (131)	$112K
Associate (management Consultant) (128)	$88K
Senior Business Analyst (management Consultant) (104)	$67K
Manager Jc50 - Management Analysts (97)	$110K

Top Industries

Industry Trends

Legend: Consulting, Technology, Professional Services, Financial Services, Healthcare

	2020	2021	2022	2023	2024
Consulting	3'846	2'907	3'398	5'260	3'553
Technology	3'425	2'471	2'895	3'602	2'266
Professional Services	2'280	1'448	1'830	2'935	1'747
Financial Services	463	436	425	597	345
Healthcare	270	292	298	423	268
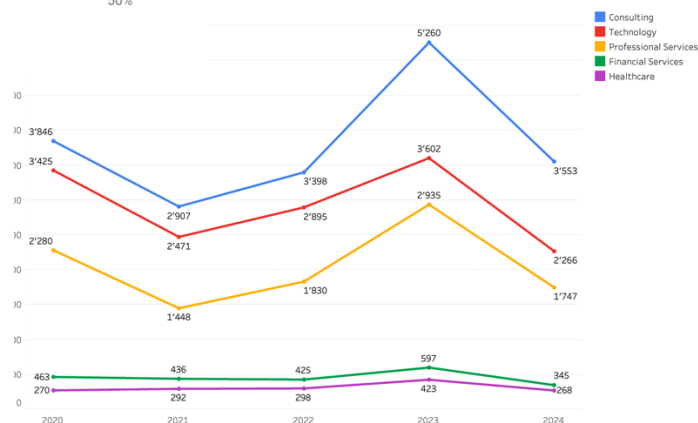
Marketing also had a decent drop in 2024. The industry trends are quite consistent, with decreases being shown across the board. While it remains at the top in terms of application volume by quite a decent margin, the largest drop was in the Technology industry.
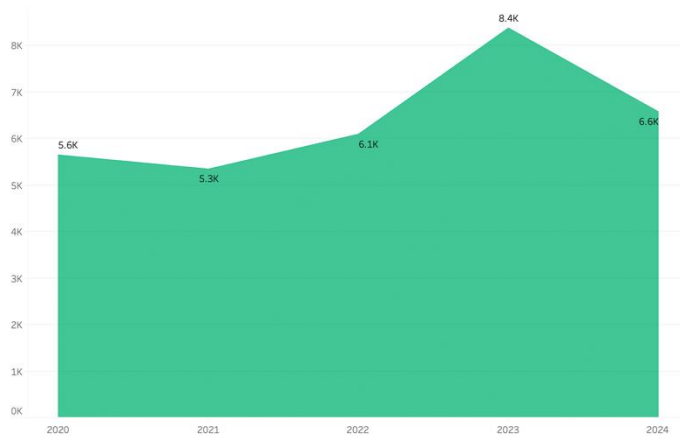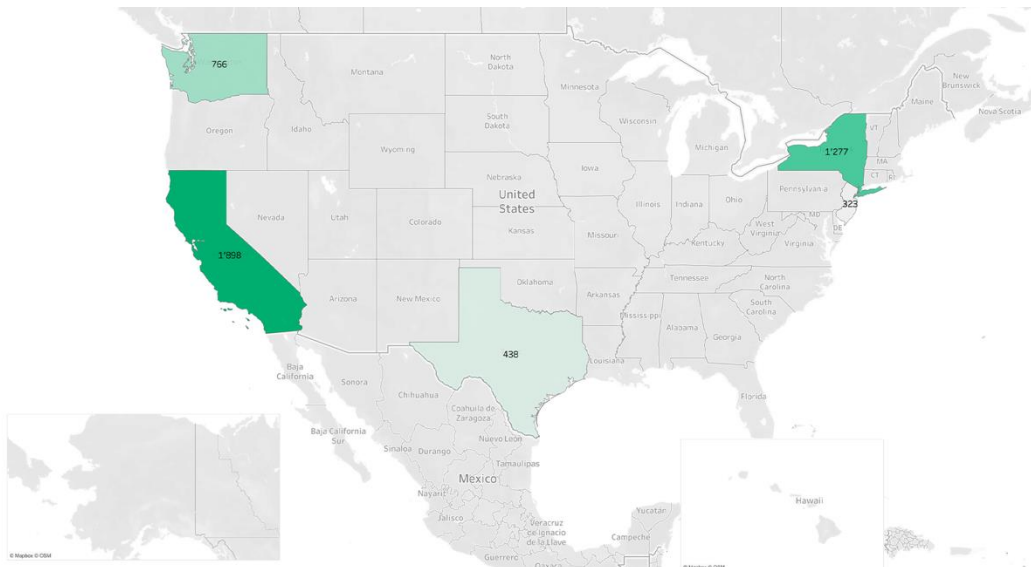
6.6k
LCA Applications

5th
Ranking
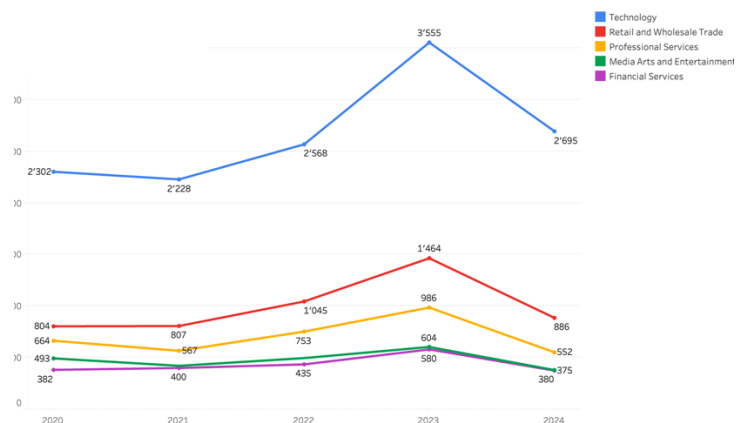
Trends Job Area

Top Locations

Top Employers

amazon · Microsoft · Google · Adobe · ByteDance · Meta · DELL Technologies · EY · hp · Cummins

Top Job Titles - *with prevailing wage*

Job Title	Prevailing Wage
Market Research Analyst (285)	$65K
Marketing Specialist (195)	$62K
Product Manager (178)	$123K
Marketing Manager (137)	$112K
Product Marketing (83)	$95K
Business Development Specialist (75)	$64K
Marketing Analyst (67)	$70K
Account Manager (53)	$85K
Product Manager III (52)	$138K
Product Marketing III (48)	$109K

Top Industries

Bar chart ("Top Industries"):
- Technology
- Retail and Wholesale Trade
- Professional Services
- Media Arts and Entertainment
- Financial Services
- Consulting
- Consumer Products
- Healthcare

x-axis: 0% to 20%

Industry Trends

Line chart legend:
- Technology
- Retail and Wholesale Trade
- Professional Services
- Media Arts and Entertainment
- Financial Services

Technology: 2'302 (2020), 2'228 (2021), 2'568 (2022), 3'555 (2023), 2'695 (2024)
Retail and Wholesale Trade: 804 (2020), 807 (2021), 1'045 (2022), 1'464 (2023), 886 (2024)
Professional Services: 664 (2020), 567 (2021), 753 (2022), 986 (2023), 552 (2024)
Media Arts and Entertainment: 493 (2020), 604 (2023), 375 (2024)
Financial Services: 382 (2020), 400 (2021), 435 (2022), 580 (2023), 380 (2024)

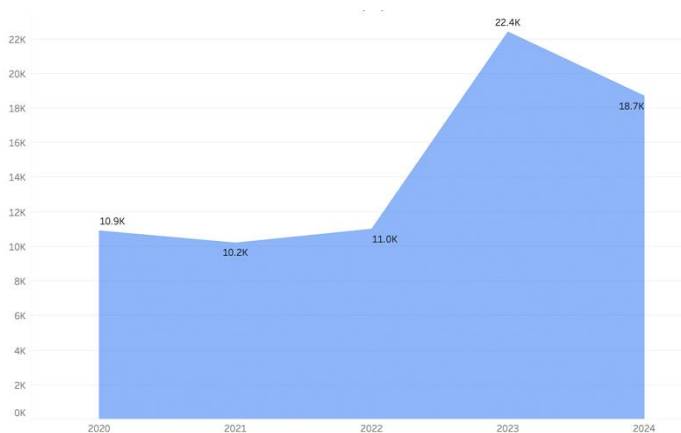years: 2020, 2021, 2022, 2023, 2024

H-1B Top Industries

Despite a drop from 2023, Consulting remains the top choice in 2024, with applications still higher than previous years. California slightly surpassed New York in total applications. IT roles saw a significant surge, while Financial Management had a smaller increase.
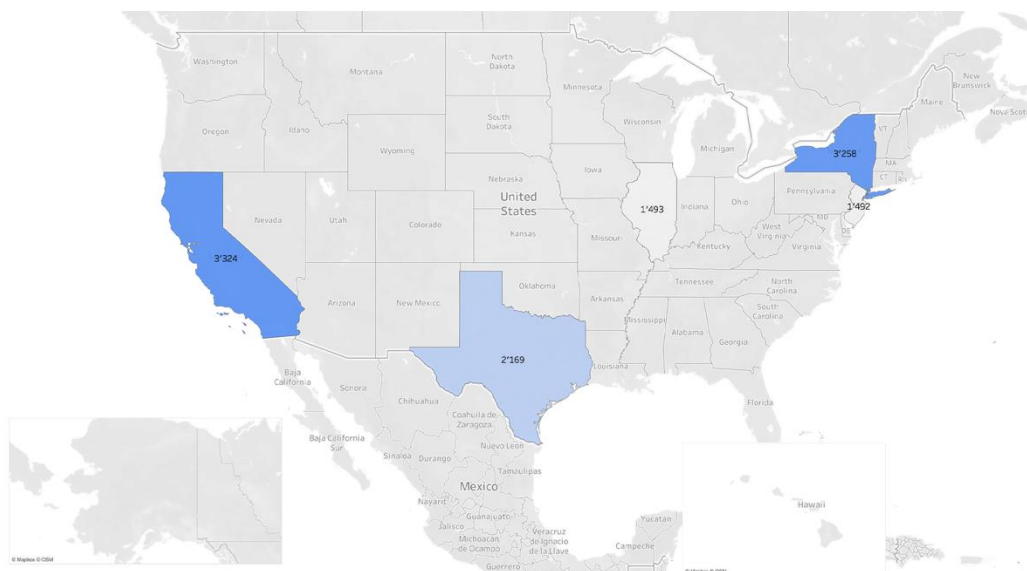
18.7k
LCA Applications
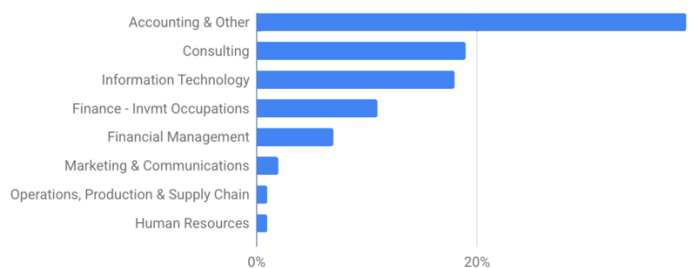
1st
Ranking

Industry Trend

Top Locations

Click here to view our full H-1B Database

Careernomics.com

Top Employers

EY   Deloitte.   pwc   McKinsey & Company   Infosys   BCG   tcs TATA CONSULTANCY SERVICES   KPMG   Cognizant   accenture

Top Job Titles - *with prevailing wage*
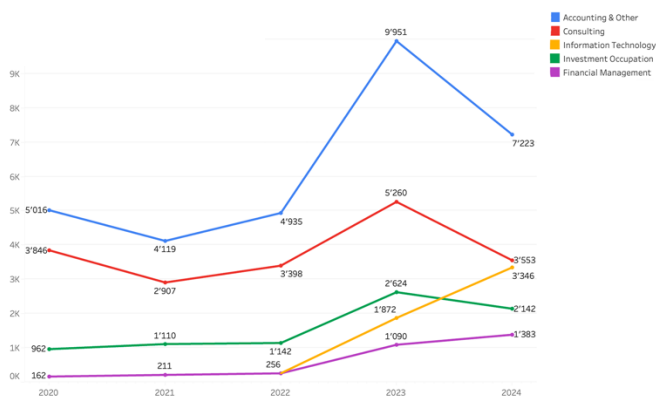
Job Title	Wage
Accountants And Auditors (4353)	$81K
Financial And Investment Analyst (1357)	$103K
Financial Risk Specialist (956)	$99K
Manager (852)	$131K
Information Security Analysts (704)	$108K
Management Analyst (500)	$90K
Computer And Information Systems Managers (474)	$177K
Senior Associate (460)	$91K
Principal Consultant - Us (340)	$131K
Associate (330)	$79K

Top Job Areas

Top Areas

- Accounting & Other
- Consulting
- Information Technology
- Finance - Invmt Occupations
- Financial Management
- Marketing & Communications
- Operations, Production & Supply Chain
- Human Resources

Job Area Trends

Legend:
- Accounting & Other
- Consulting
- Information Technology
- Investment Occupation
- Financial Management

Accounting & Other: 5'016 (2020), 4'119 (2021), 4'935 (2022), 9'951 (2023), 7'223 (2024)
Consulting: 3'846 (2020), 2'907 (2021), 3'398 (2022), 5'260 (2023), 3'553 (2024)
Information Technology: 256 (2022), 3'346 (2024)
Investment Occupation: 962 (2020), 1'110 (2021), 1'142 (2022), 2'624 (2023), 2'142 (2024)
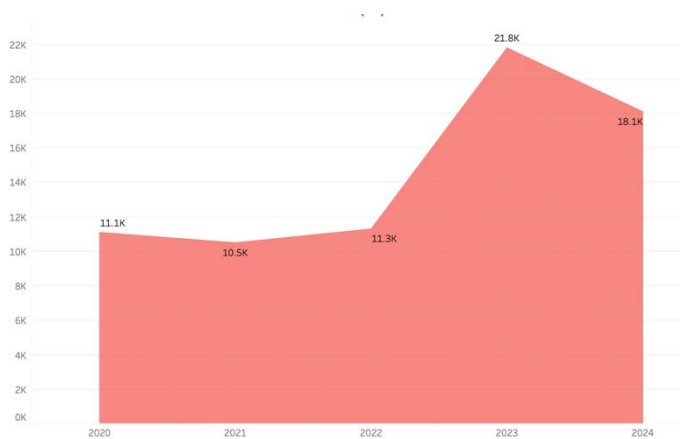Financial Management: 162 (2020), 211 (2021), 1'090 (2023), 1'383 (2024)

Professional Services looked very similar to Consulting for 2024, with a small decrease in applications and with Financial Management and IT being the only Job Areas with an increase. One point where it seemed to diverge from Consulting is that more of its applications were concentrated in California and less in New York.
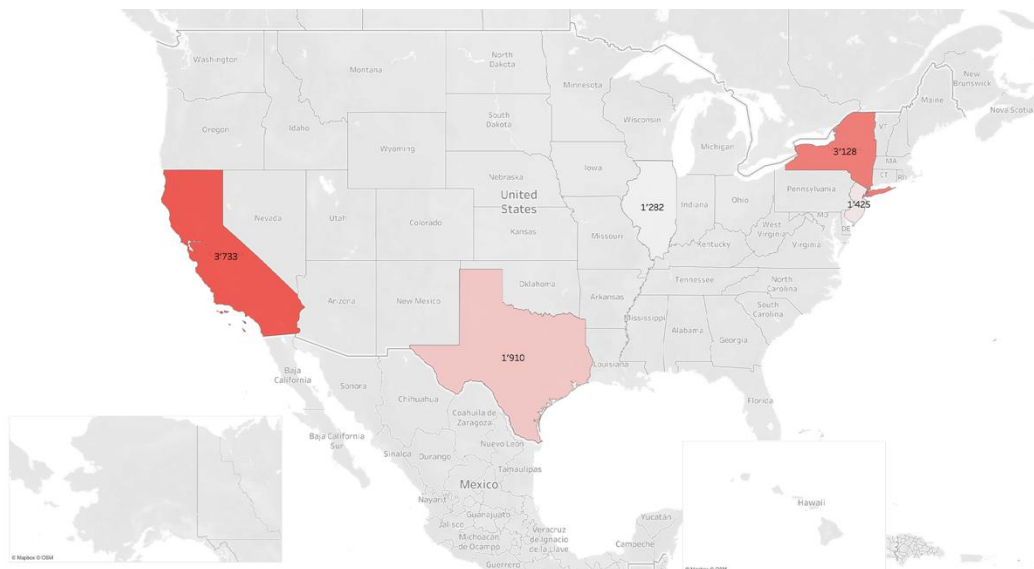
18.1k
LCA Applications

2nd
Ranking

Industry Trend

Top Locations

## Top Employers

EY Deloitte. pwc Infosys KPMG in accenture EXL Tech Mahindra Grant Thornton

Top Job Titles - *with prevailing wage*

Job Title	Wage
Accountants And Auditors (4352)	$81K
Financial And Investment Analyst (1356)	$103K
Financial Risk Specialist (968)	$99K
Manager (793)	$128K
Information Security Analysts (703)	$108K
Computer And Information Systems Managers (474)	$177K
Senior Associate (448)	$90K
Management Analyst (412)	$90K
Principal Consultant - Us (340)	$131K
Senior Manager (327)	$148K

Top Job Areas

Job Area Trends
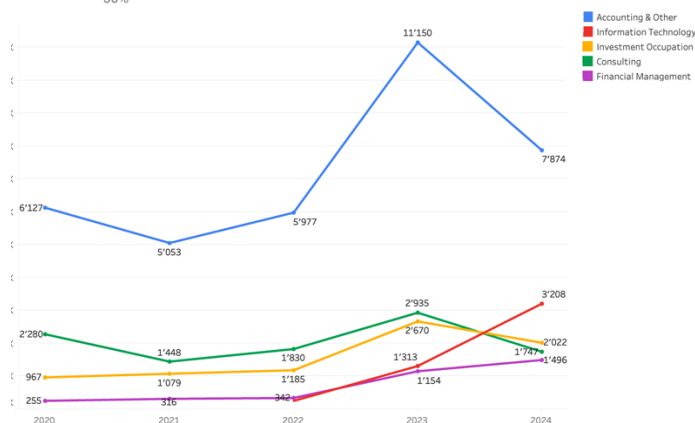
Compared to most other top industries, the Technology industry showed a much smaller decrease in overall applications. This is unsurprisingly due to the enormous increase in IT applications jumping it from fifth place in 2023, to first for 2024.
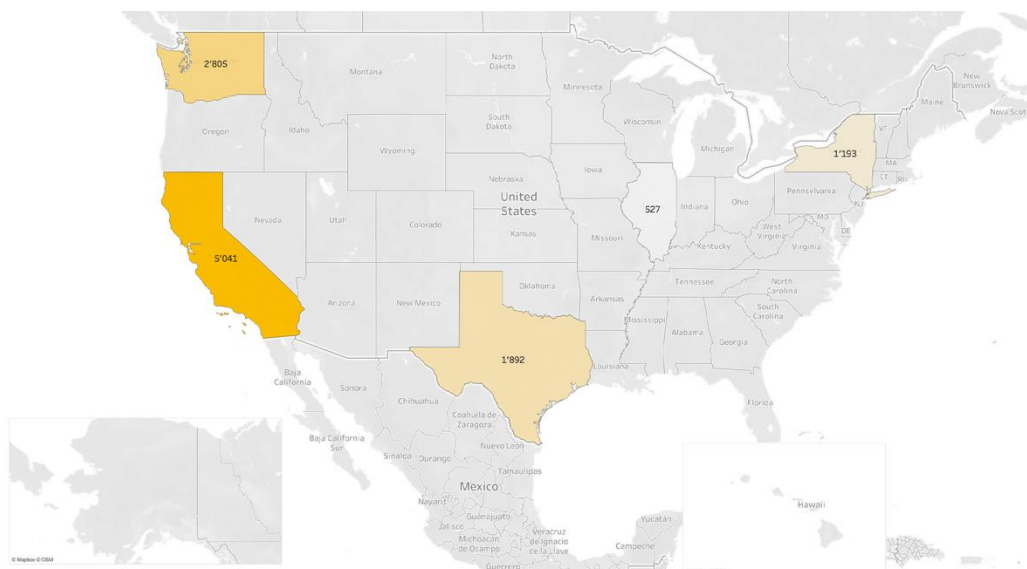
15.8k
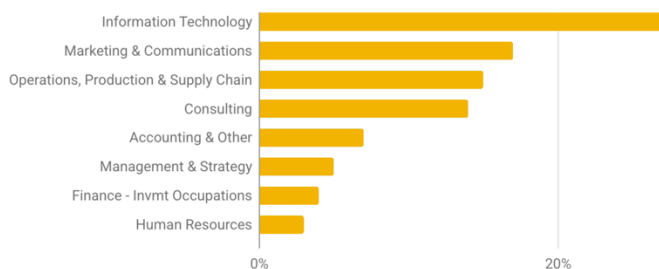LCA Applications

3rd
Ranking

Industry Trend
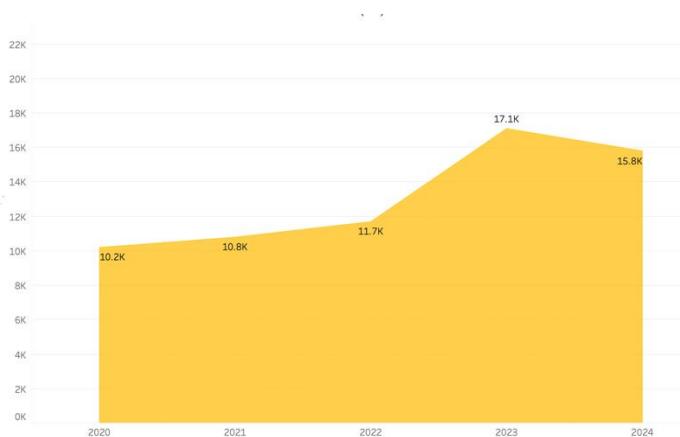
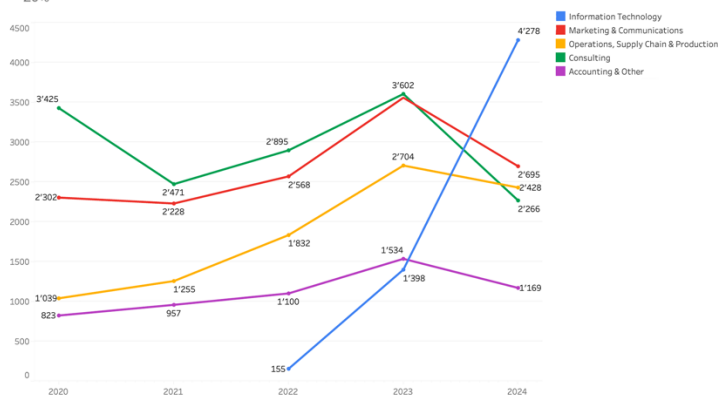|	2020	2021	2022	2023	2024
	10.2K	10.8K	11.7K	17.1K	15.8K

Top Locations

Washington: 2'805
New York: 1'193
California: 5'041
Texas: 1'892
527

Top Employers

amazon · Google · Microsoft · Infosys · Apple · Meta · tcs TATA CONSULTANCY SERVICES · Cognizant · salesforce · in

Top Job Titles - *with prevailing wage*

Manager III, Software Development (431)	$178K
Principal Consultant - Us (340)	$131K
Product Manager (311)	$143K
User Interface Designer (273)	$71K
Business Analyst (216)	$86K
Financial Analyst III (211)	$96K
Supply Chain Manager II (201)	$79K
Supply Chain Manager III (169)	$103K
Technical Program Manager III (161)	$157K
Engineering Manager (159)	$209K

Top Job Areas

Information Technology
Marketing & Communications
Operations, Production & Supply Chain
Consulting
Accounting & Other
Management & Strategy
Finance - Invmt Occupations
Human Resources

0% — 20%

Job Area Trends

Legend:
- Information Technology
- Marketing & Communications
- Operations, Supply Chain & Production
- Consulting
- Accounting & Other

Information Technology: 155 (2022), 4'278 (2024)
Consulting: 3'425 (2020), 2'471, 2'895, 3'602, 2'266
Marketing & Communications: 2'302, 2'228, 2'568, 2'704, 2'695
Operations, Supply Chain & Production: 1'039, 1'255, 1'832, 2'428
Accounting & Other: 823, 957, 1'100, 1'534, 1'398, 1'169

2020 2021 2022 2023 2024

The Financial Services industry also saw a significant drop in applications in 2024. Most applications were in New York, as is expected. The largest drop was in Investment Occupations, which still remains at the top in terms of volume of applications, while we also saw a moderate increase in IT applications like most other industries.
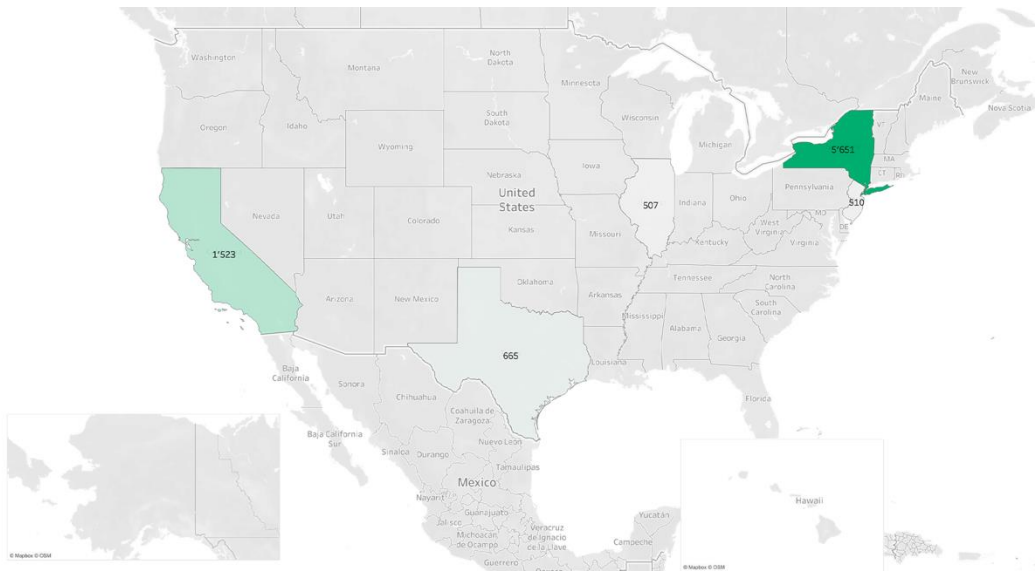
11.6k
LCA Applications

4th
Ranking

Industry Trend
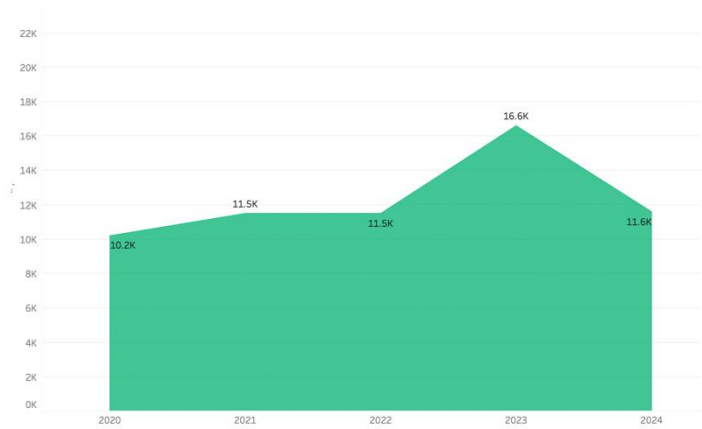
Top Locations

Top Employers

Goldman Sachs   J.P.Morgan   CREDIT SUISSE   Deutsche Bank   Morgan Stanley   citi   tcs TATA CONSULTANCY SERVICES   BlackRock   PayPal   intuit

Top Job Titles - *with prevailing wage*

Associate (1002)	$102K
Analyst (852)	$80K
Vice President (726)	$133K
User Interface Designer (272)	$71K
Quantitative Researcher (119)	$113K
Assistant Vice President (112)	$93K
Director (109)	$174K
Quantitative Analyst (104)	$106K
Senior Associate (93)	$116K
Research Analyst (85)	$143K

Top Job Areas
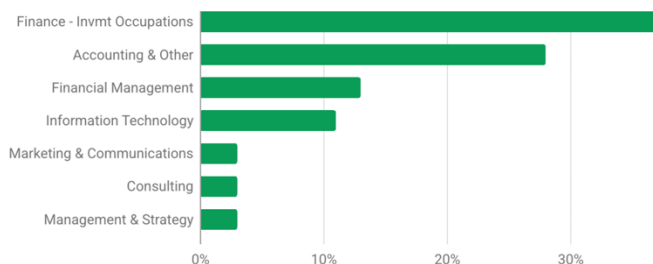
Job Area Trends
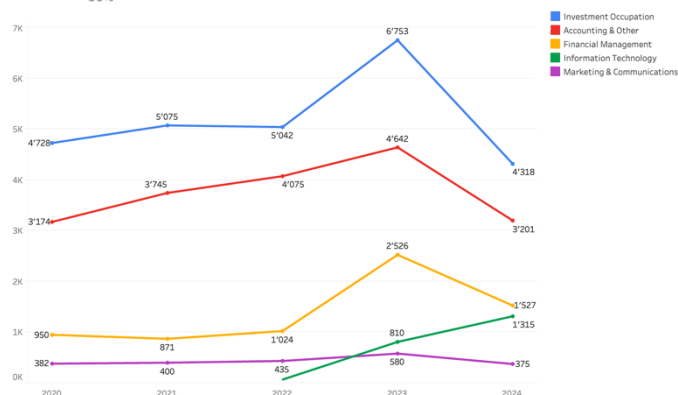
The Retail & Wholesale Trade industry only saw a marginal drop in applications, second-place the Technology industry. second-place applications were also concentrated on the West coast, with Washington taking the top spot by a significant margin, followed by California, then Texas. We also saw a large increase in IT applications, landing it the second-place spot for 2024, up from fifth in 2023.
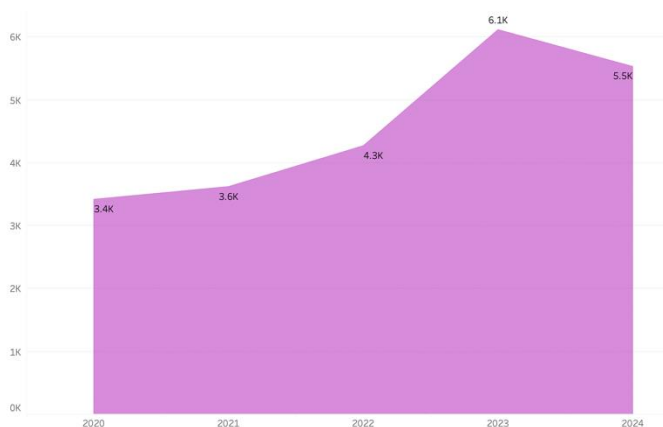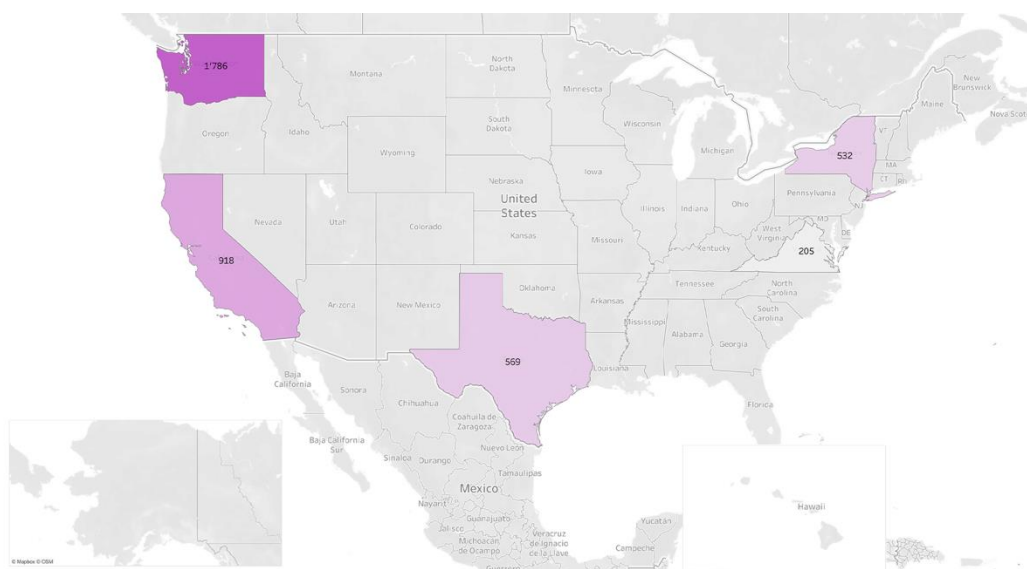
5.5k
LCA Applications

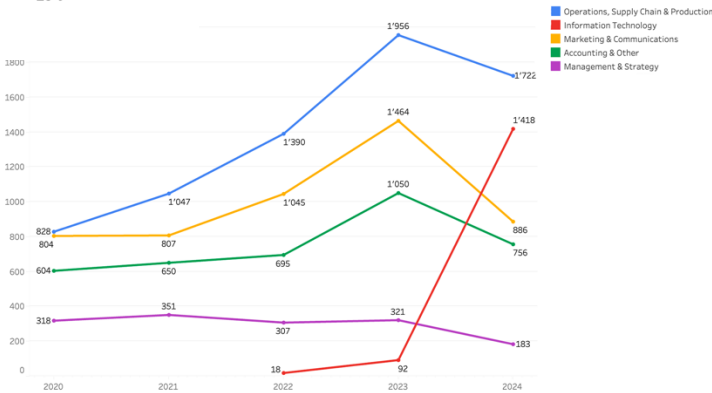**5th**
Ranking

Industry Trend

Top Locations

Top Employers

amazon · Walmart · ebay · chewy · wayfair · THE HOME DEPOT · GAP · Su-Raj Inter Gold · zoetis · SEPHORA

Top Job Titles - *with prevailing wage*

Manager III, Software Development (428)	$178K
Financial Analyst III (207)	$96K
Supply Chain Manager II (201)	$79K
Supply Chain Manager III (169)	$103K
Technical Program Manager III (160)	$157K
Pathways Operations Manager - Mba (153)	$108K
Financial Analyst II (151)	$79K
Instock Manager III (91)	$103K
Operations Engineer II (82)	$70K
Senior Manager, Pathways Operations (76)	$100K

Top Job Areas

Operations, Production & Supply Chain
Information Technology
Marketing & Communications
Accounting & Other
Management & Strategy
Financial Management
Finance - Invmt Occupations
Human Resources

0%   20%

Job Area Trends

Legend:
- Operations, Supply Chain & Production
- Information Technology
- Marketing & Communications
- Accounting & Other
- Management & Strategy

Operations: 828, 1'047, 1'390, 1'956, 1'722
Marketing: 804, 807, 1'045, 1'464, 886
Accounting: 604, 650, 695, 1'050, 756
Information Technology: 18, 92, 1'418
Management & Strategy: 318, 351, 307, 321, 183

2020 2021 2022 2023 2024

Select H-1B Employers

Meta

H-1B Business Applications

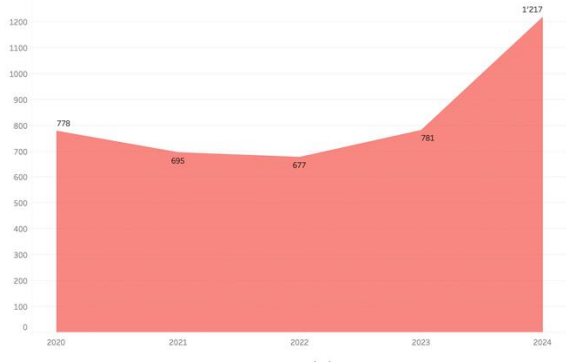|	
Software Engineering Manager (60)	$229K
Product Manager (31)	$196K
Engineering Manager (22)	$230K
Privacy Program Manager (10)	$160K
Data Engineering Manager (7)	$212K
Product Marketing Manager (6)	$184K
Global Sourcing And Contracts Manager - Media (6)	$117K
Product Designer (6)	$157K
Sourcing Manager (5)	$123K
Product Growth Analyst (5)	$174K

pwc
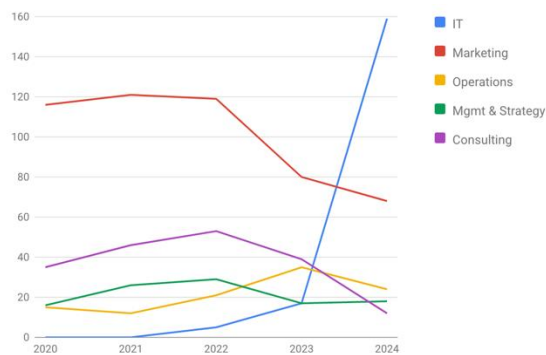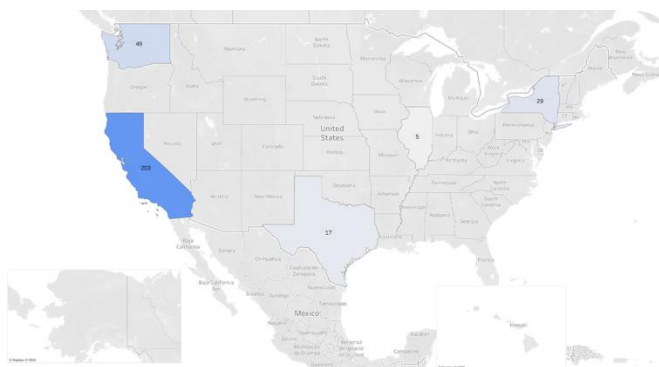
H-1B Business Applications

Senior Associate (378)	$92K
Manager (359)	$129K
Associate (236)	$76K
Senior Manager (170)	$155K
Director (63)	$173K
Partner (6)	$136K
Principal (5)	$199K

Legend:
- Fin. Accounting
- IT
- Invmt Occupations
- Financial Mgmt
- Consulting
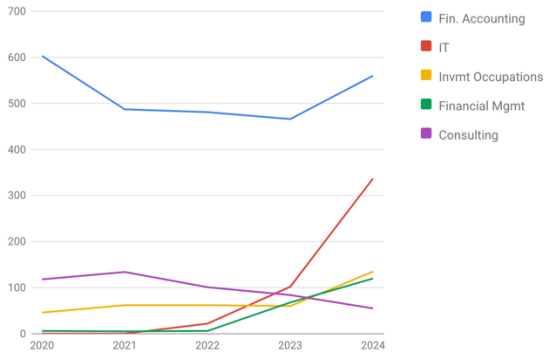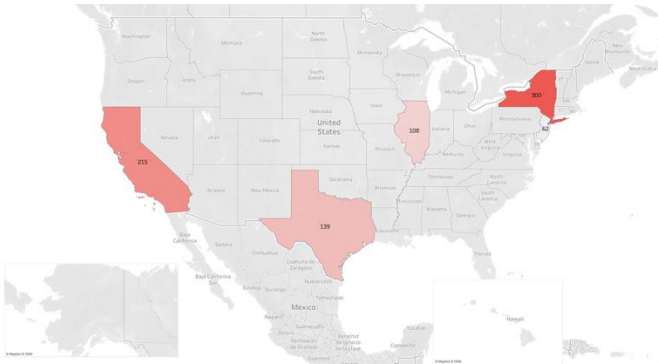
H-1B Business Applications
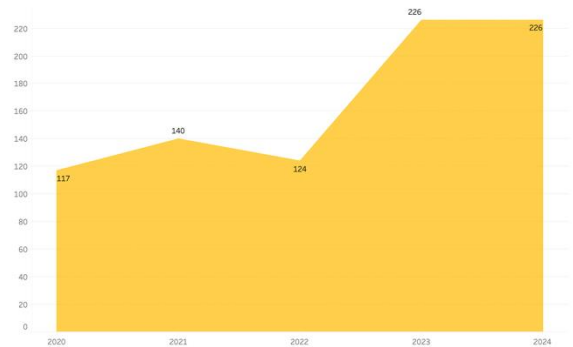
|	
Staff Technical Program Manager (15)	$167K
Sr. Technical Program Manager (14)	$138K
Technical Program Manager (12)	$109K
Sr. Sourcing Engineer (8)	$128K
Staff Technical Program Mgr. (8)	$161K
Staff Data Engineer (7)	$114K
Senior Technical Program Manager (7)	$146K
Sr. Project Manager (6)	$119K
Staff Sourcing Engineer (6)	$120K
Logistics Analyst (5)	$83K

Operations
Mgmt & Strategy
Engineering
IT
Fin. Accounting
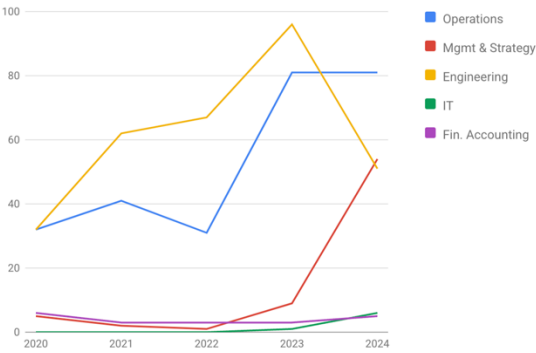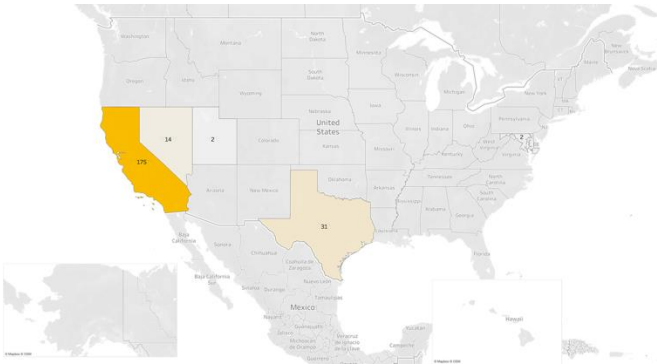
H-1B Business Applications
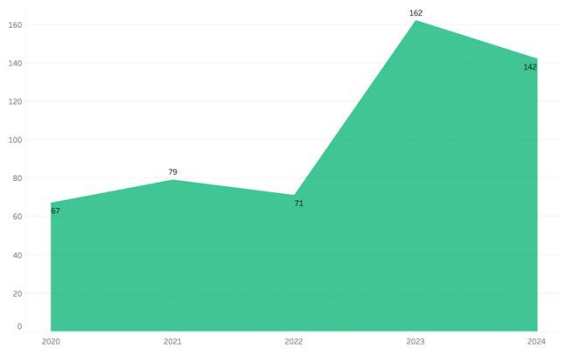
Director, Software Engineering (10)	$203K
Senior Manager, Finance (8)	$96K
Vice President, Walmart Spark (6)	$136K
Director, Operations (6)	$76K
Senior Manager, Supply Chain Management (6)	$125K
Senior Ux Designer (5)	$138K
Senior Manager, Operations (5)	$95K
Senior Risk Expert (4)	$89K
Staff Product Manager (4)	$145K
Senior Manager, Controllership (4)	$113K
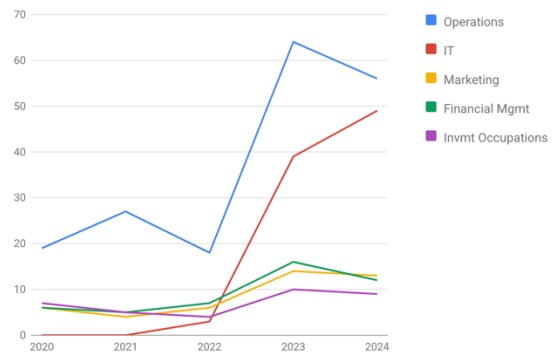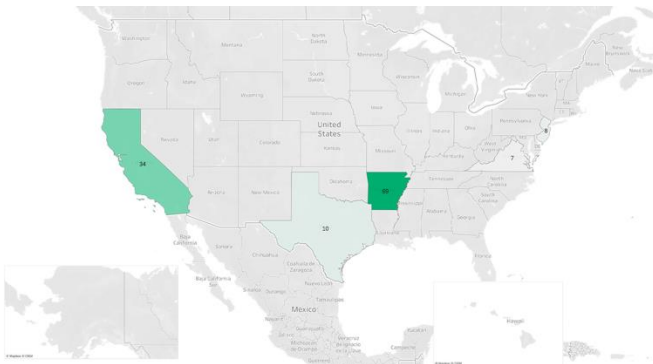
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MBA-Exchange.com

*For MBAs and experienced
MS students and alumni*

Careernomics.com

*For early-career Masters
And Bachelor students*

We give **Students and Alumni** …..   *"the **Insights** they need, for the **Career** they want"*:
- Market-map your **Career Opportunities**
- Expand your **Career Exploration**
- Gain visibility among and engage with **Employers**
- Apply to matching **Internships**, **Jobs** and **Development Programs**
- Maximize your chance for **Visa Sponsorship**

We provide **Career Services** ……..   *"the **Tools** they need for the **Student Careers** they want"*:
- Help students (and alumni) gain the **Insights** they need for the **Careers** they want
- Multiply access to **Jobs**, **Leadership Programs** and **Employers**
- Provide more options for **International Students**
- Manage the school's activity

We support **Employers** by being …   *"the **Partner** they need for the **Talent** they want"*:
- Identify and **Attract** top **Talent**
- Strengthen their **Employer Brand**
- **Engage** and **Recruit** in real-time
- Leverage their **Talent Pool**
- **Post Jobs** and search our **Candidate Database**

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