

# ATTRACTING GLOBAL TALENT TO SUPPORT REGIONAL U.S. ECONOMIES

OFFICE OF FOREIGN LABOR CERTIFICATION  
EMPLOYMENT AND TRAINING ADMINISTRATION, USDOL

FEBRUARY 2008

## *Fiscal Year (FY) 2007 PERM Data Now Available!*



Strong regional economies that are built on attracting and maximizing talent and innovation will be crucial to the nation's success in the global economy. Employers are constantly attracting global talent to increase their stock of human and technological capital, redress shortages of skilled domestic labor, and improve their position within the global marketplace.

On February 1, 2008, the ETA Office of Foreign Labor Certification (OFLC) released its official FY 2007 public disclosure data covering cases processed under the Permanent Labor Certification Program (PERM). PERM is commonly known as the "Green Card" employment-based immigration program.

PERM data can be useful to public managers and workforce professionals at all levels of governance engaged in policy development and operational planning within a regional economic context. Equally important, the data allows the Department of Labor to provide timely responses to inquiries from members

of Congress, the Administration, and the public media interested in the management and accountability of the PERM program.

Economic and workforce investment professionals can use the PERM data, for instance, to analyze the demand for foreign talent in rural or urban cities by occupation, country of citizenship, local economic sector, employer name and other key characteristics. OFLC believes this information will better assess local employer demand for talent, facilitate strategic partnerships with the business community, and support strategic public and private investments in the nation's workforce.

## *PERM Data Mapped to Key U.S. Economic Sectors*

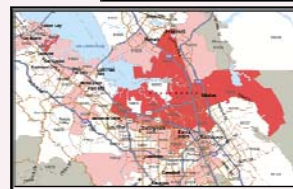
To better understand how employer demand for global talent impacts regional economies, OFLC mapped the FY 2007 PERM data to fifteen (15) distinct U.S. economic sectors. This unique mapping was done in collaboration with the ETA Office of Workforce Investment (OWI) using the North American Industrial Classification System (NAICS) codes collected directly from employers.

This new mapping allows professionals to break out of traditional "political"

jurisdictions and analyze data at the city and state levels using the following economic sectors:

*Information Technology*  
*Advanced Manufacturing*  
*Educational Services*  
*Financial Services*  
*Health Care Services*  
*Hospitality & Tourism*  
*Construction*  
*Aerospace*  
*Retail Trade*  
*Biotechnology*  
*Automotive Services*  
*Agribusiness*  
*Transportation & Distribution*  
*Energy*  
*Geospatial Analysis*

OFLC data can be easily imported into commercial data mapping software packages to create customizable and interactive maps for strategic planning and other analytical purposes.



### **STATISTICAL SUMMARY** **DID YOU KNOW?**

- More than 85,100 PERM cases certified during FY 2007
- Foreign workers representing 176 countries certified for permanent work in the U.S.
- Nearly 6 out of 10 PERM cases certified for small employers (less than 250 workers)
- Top states: California (20,222), New York (8,843), New Jersey (6,594), Texas (6,534), and Florida (5,128)
- Top countries: India (24,573), China (6,846), Mexico (6,442), South Korea (5,159), Canada (4,837)
- Top employers:
  - Microsoft Corporation
  - Cognizant Technologies
  - Oracle USA, Incorporated
  - Intel Corporation
  - Ernst & Young, LLP
  - Motorola Incorporated

### **WHERE CAN I GET MORE INFORMATION?**

For more information on the PERM program, please visit the OFLC website at:

[www.foreignlaborcert.doleta.gov](http://www.foreignlaborcert.doleta.gov)

To obtain a copy of the FY 2007 PERM disclosure data, please visit the OFLC Data Center at:

[www.flcdcenter.com](http://www.flcdcenter.com)

See "Case Disclosure Data" on the left side of the main page

Click on "PERM Data" to go to the download site

PERM disclosure data is available in MS Access (\*.mdb) and Text (\*.txt) zip file formats

*PERM Labor Certification Program  
Statistical Summary Report, FY 2007*

*STRONG REGIONAL  
ECONOMIES ARE  
BUILT ON  
ATTRACTING AND  
MAXIMIZING TALENT  
AND INNOVATION*



Annual Summary	
<b>Total Applications Processed</b>	<b>98,753</b>
Total Applications Certified	85,112
Number Working on H-1B Visa	55,214
Percent Bachelors Degree	29.8%
Percent Masters or Higher	47.7%
Average Worker Age at Certification	34
<b>Average Annual Wage Offer Certified</b>	<b>\$64,589</b>

Labor Certifications, by Employer Size			
Size Category	Workers Certified	Avg Wage Offer	Bachelors or Higher
Less Than 50 Employees	33,598	\$49,811	57%
50 to 249 Employees	15,315	\$65,081	81%
250 to 499 Employees	4,319	\$66,550	80%
500 to 1,000 Employees	4,363	\$75,074	91%
More Than 1,000 Employees	27,517	\$80,384	98%

Top Employers
MICROSOFT CORPORATION
COGNIZANT TECHNOLOGY SOLUTIONS
ORACLE USA, INC.
INTEL CORPORATION
ERNST & YOUNG LLP
MOTOROLA, INC.
CISCO SYSTEMS, INC.
TEXAS INSTRUMENTS INCORPORATED
INFOSYS TECHNOLOGIES LIMITED
RAPIDIGM, INC.

Top Economic Sectors			
Sector Name	Workers Certified	Avg Wage Offer	Bachelors or Higher
Information Technology	21,581	\$77,036	98%
Advanced Manufacturing	11,980	\$67,842	79%
Educational Services	6,192	\$60,033	98%
Financial Services	5,188	\$82,004	96%
Health Care Services	5,086	\$79,661	78%
Hospitality & Tourism	4,769	\$30,650	20%
Construction	3,902	\$42,537	28%
Aerospace	2,905	\$70,867	96%
Retail Trade	2,813	\$59,739	60%
Biotechnology	1,342	\$77,867	99%
Automotive Services	1,181	\$51,117	50%
Agribusiness	1,069	\$24,152	28%
Transportation & Distribution	968	\$58,153	70%
Energy	534	\$86,329	91%
Geospatial	118	\$64,550	91%
All Other Economic Sectors	15,484	\$54,065	66%

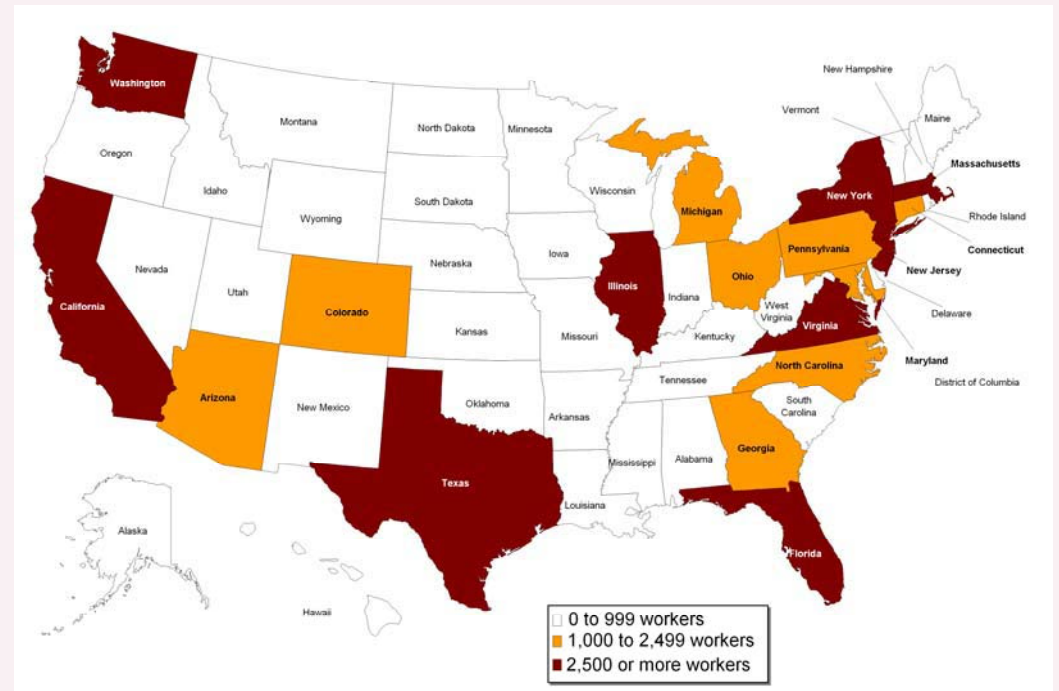
Top Countries of Citizenship		
Country	Workers Certified	Avg Wage Offer
India	24,573	\$75,646
China	6,846	\$63,585
Mexico	6,442	\$33,641
South Korea	5,159	\$51,123
Canada	4,837	\$88,894

Top Industry Sub-Sectors
Custom Computer Programming Services
Computer Systems Design and Related Services
Colleges, Universities, and Professional Schools
Full-Service Restaurants
Engineering Services
Computer Systems Design Services
Elementary and Secondary Schools
Semiconductor/Electronic Component Manufacturing
R & D in the Physical, Engineering, and Life Sciences
Investment Banking and Securities Dealing

Top Occupations in Demand			
Occupation Name	Workers Certified	Avg Wage Offer	Bachelors or Higher
Computer Software Engineers	9,844	\$77,613	91%
System Software Engineers	5,716	\$83,476	88%
Computer System Analysts	4,012	\$68,749	83%
Restaurant Cooks	2,642	\$22,839	0%
Computer & IS Managers	2,235	\$93,656	86%
Electronics Engineers	2,090	\$84,110	83%
Financial Analysts	1,744	\$85,112	88%
Market Research Analysts	1,587	\$53,000	77%
Electrical Engineers	1,488	\$72,529	88%
Computer Programmers	1,340	\$62,058	88%

*PERM Labor Certification Program  
Statistical Summary Report, FY 2007*

PERM Certifications by U.S. States (Place of Intended Employment)  
FY 2007 Workers Certified = 85,112



*“INNOVATION  
DISTINGUISHES  
BETWEEN A LEADER  
AND A FOLLOWER”  
- STEVE JOBS*



Top 30 U.S. States & Territories, by Total Workers Certified

State Name	Workers Certified	Avg Wage Offer	Bachelors or Higher	State Name	Workers Certified	Avg Wage Offer	Bachelors or Higher
California	20,222	\$66,438	80%	Ohio	1,260	\$74,574	86%
New York	8,843	\$65,232	64%	North Carolina	1,137	\$56,236	67%
New Jersey	6,594	\$63,908	74%	Colorado	1,009	\$54,395	62%
Texas	6,534	\$64,831	82%	Minnesota	690	\$72,506	95%
Florida	5,128	\$55,119	70%	Indiana	638	\$70,803	94%
Illinois	3,977	\$66,711	86%	District of Columbia	616	\$55,380	73%
Virginia	3,273	\$60,819	72%	Wisconsin	606	\$69,439	92%
Washington	2,909	\$82,698	96%	Missouri	508	\$73,964	92%
Massachusetts	2,868	\$72,652	84%	Oregon	494	\$73,402	87%
Michigan	2,481	\$70,304	94%	Tennessee	483	\$58,453	76%
Pennsylvania	2,388	\$64,856	85%	Delaware	387	\$65,666	83%
Georgia	2,023	\$61,182	84%	New Hampshire	384	\$74,495	89%
Maryland	1,864	\$54,118	67%	Kansas	359	\$65,175	91%
Arizona	1,345	\$51,770	61%	Mississippi	357	\$36,633	65%
Connecticut	1,283	\$59,191	60%	Oklahoma	348	\$46,324	58%