

Doctorate or Professional degree. Fewer than 2 percent of H-1B visas go to foreign workers with less than a Bachelor's degree. With respect to occupations in 2002, 38 percent are computer/information technology related occupations, such as programmers, database administrators and systems analysts. The second largest occupational area is architecture, engineering and surveying related occupations. It should be noted that of the medicine and health related occupations, the largest grouping is physicians and surgeons rather than nurses or other healthcare workers.

#### *Outcomes Expected from H-1B*

*Grantees:* ACWIA 2000 specified that the Secretary of Labor is to give consideration to applicants who commit to achieving certain outcome goals for individuals who complete training. These outcome goals are: (1) Hiring or causing the hiring of unemployed trainees; (2) increasing the wages or salary of incumbent workers, or (3) providing skill certifications to trainees or linking the training to industry accepted occupational skill standards, certificates, or licensing requirements. Applicants may propose additional goals or combine goals.

ACWIA 2000 also specified that consideration in awarding H-1B grants be given to the use of grant funds to demonstrate a significant ability to expand a training program or project through such means as training more workers or offering more courses or projects resulting from collaborations, especially with more than one small business or with a labor management training program or project, or for a partnership that involves and directly benefits more than one small business.

TABLE 1. KEY FACTS ABOUT H-1B VISA APPROVED PETITIONS, FISCAL YEAR 2002

|   | Percent of total |
|---|------------------|
| <b>Country of Birth</b>                       |                  |
| India .....                                   | 33.0             |
| China .....                                   | 9.6              |
| Canada .....                                  | 6.0              |
| Philippines .....                             | 4.7              |
| United Kingdom .....                          | 3.6              |
| Korea .....                                   | 3.0              |
| Other .....                                   | 40.1             |
| <b>Level of Education</b>                     |                  |
| Less than Bachelor's degree .....             | 1.9              |
| Bachelor's degree .....                       | 50.4             |
| Master's degree .....                         | 30.4             |
| Professional degree .....                     | 5.3              |
| Doctorate degree .....                        | 11.8             |
| <b>Occupational Area</b>                      |                  |
| Computer/information technology .....         | 38.3             |
| Architecture, engineering and surveying ..... | 12.8             |

TABLE 1. KEY FACTS ABOUT H-1B VISA APPROVED PETITIONS, FISCAL YEAR 2002—Continued

|                                  | Percent of total |
|----------------------------------|------------------|
| Administrative specialties ..... | 10.8             |
| Education .....                  | 10.5             |
| Medicine and health .....        | 6.6              |
| Managers and officials .....     | 5.4              |
| Life sciences .....              | 3.5              |
| Social sciences .....            | 2.8              |
| Mathematics/physical sciences .. | 2.8              |
| Other .....                      | 6.5              |

**Source:** *Yearbook of Immigration Statistics, Fiscal Year 2002*, U.S. Bureau of Citizenship and Immigration Services, June 2003.

*Status of the H-1B Program:* Forty-three H-1B Technical Skills Training Grants totaling \$95.6 million were awarded under the provisions of ACWIA 1998. Under ACWIA 2000, the Department of Labor has awarded 56 grants totaling \$148 million; of these, 42 grants totaling \$113.3 million were under the 75 percent funding stream and 14 grants totaling \$34.5 million were under the 25 percent funding stream. Combining all awards made under ACWIA 1998 and ACWIA 2000, the Department of Labor has awarded a total of 99 H-1B Technical Skills Training Grants totaling \$243.3 million.

H-1B grants under earlier SGAs were funded for up to a 24-month period, with the possibility of a no-cost extension for one additional year. Grants awarded under this solicitation will have a 36-month performance period, with the possibility of a no-cost extension for one additional year.

Additional details on the background of the H-1B Technical Skills Training Grants program can be found at the H-1B Web site <http://www.doleta.gov/h-1b>. This Web site contains descriptions of current projects, legislative documents and research papers.

#### *B. Principles of Business-Led H-1B Technical Skills Training Grants*

Development, implementation and operation of H-1B Technical Skills Training Grants as envisioned under the authorizing legislation (see Background above) are based on the following principles:

*Business Leadership:* Businesses generate the demand for jobs, in particular those high skill occupations currently being filled by temporary H-1B workers. Businesses know, as only a consumer can, the exact skill needs of their workforce. To ensure these needs are met, business plays the critical leadership role in formulating, developing, and operating Business-Led

Technical Skills Training Grants programs.

Successful H-1B training programs are those in which business is seriously invested in the program and has translated this investment into material support at all levels, including: defining program strategy and goals; designing the training program and curricula; implementing the program, and contributing financial support to the program.

For the purpose of these grants, it is desirable that businesses represented in the group applying for this grant include those with current high technology skills shortages. Some of these businesses may have in the past utilized foreign workers under the H-1B visa program. Now, they intend to hire, retain, or promote graduates of the H-1B Technical Skills Training Program.

*Partnership Sustainability:* ETA intends that local and regional partnerships and training activities sustain themselves over the long term, well after the Federal resources from this initiative have been exhausted. For this to happen, applicants are encouraged to develop and nurture partnerships that reflect commitments, both financial and non-financial, to the proposed training program as well as to the future success of the program. These partners may include businesses, non-profit industry associations, local workforce investment boards, training providers, community and faith-based organizations, state and local government agencies and should provide the foundation for developing long-term systematic solutions to the high technology skills shortage challenge for employers and workers in a regional or local area.

The matching requirement is an important, but not the only, indicator of the strength of the applicant's partnerships. The requirement that at least one-half of the matching funds must come from the business sector partners is designed to encourage the direct and active participation of employers whose high technology skills needs can be filled by this program. It may also demonstrate that business contributions could be made available in the future to operate technical skills training programs after Federal funds are exhausted.

*High Skill Level Focus and Innovative Service Delivery:* Training selected employed and unemployed workers to fill current high skill level shortages is the immediate focus of this initiative. Training investments should be targeted in occupational areas that have been identified on the basis of H-1B occupations as high technology skills