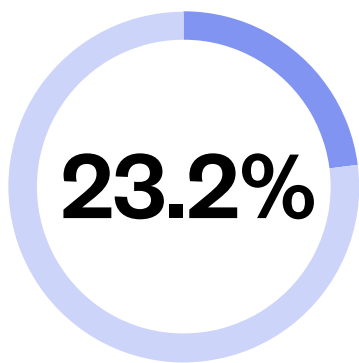


Economic Impact Report: New Americans in Dallas

A Snapshot of the Demographic and Economic Contributions of Immigrants¹ in the City²

POPULATION

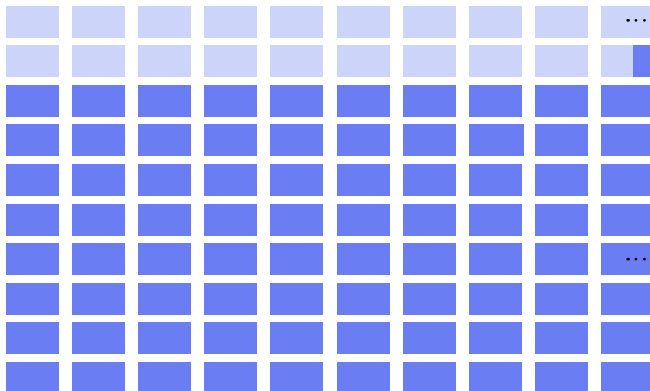


Immigrant share of the Dallas, Texas population in 2022. This represented a total of **299,800** immigrants³ living in the city during that time.⁴

DEMOGRAPHICS

29.9%

Share of households in Dallas in 2022 that had at least one immigrant.



19.6%

Approximate share of immigrants in Dallas who were recent arrivals, with five years of residency in the United States or less.

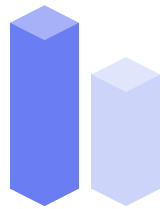
80.4%

Share of immigrants in the city who resided in the United States for more than five years.

DEMOGRAPHICS (CONTINUED)

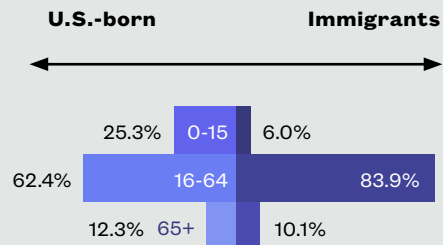
Immigrants were

34.5%

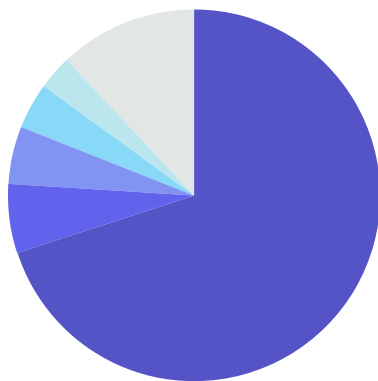


more likely to be of working age than their U.S.-born counterparts, allowing them to actively participate in the labor force and contribute to the economy as taxpayers and consumers.⁵

Share of population by age:⁶

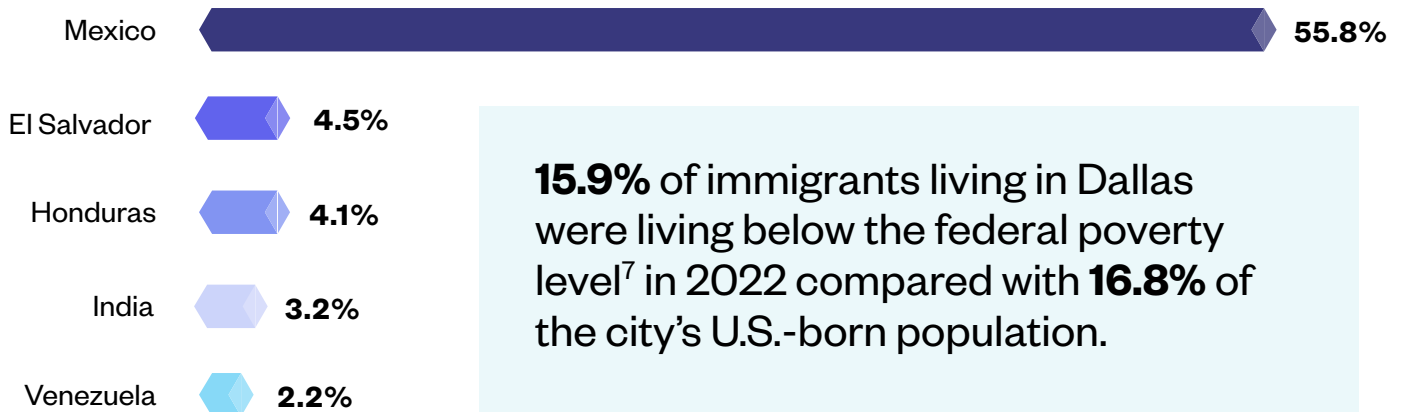


The top regions of origin for immigrants living in the city:



- 1 Mexico, Central America and Caribbean 69.6%
- 2 India/Southwest Asia 6.3%
- 3 South America 4.6%
- 4 East Africa 4.0%
- 5 Southeast Asia 3.4%
- 6 Other 12.1%

The top countries of origin for immigrants living in the city:

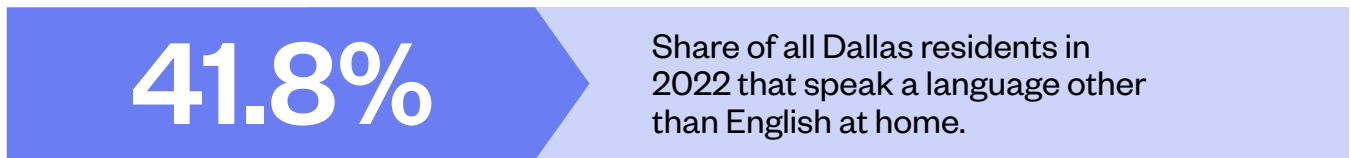
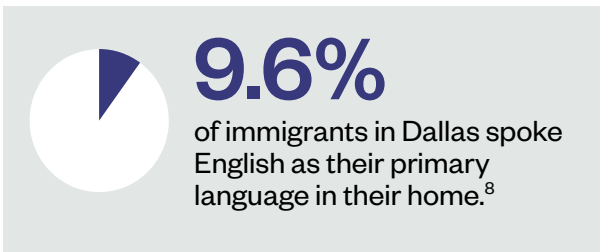
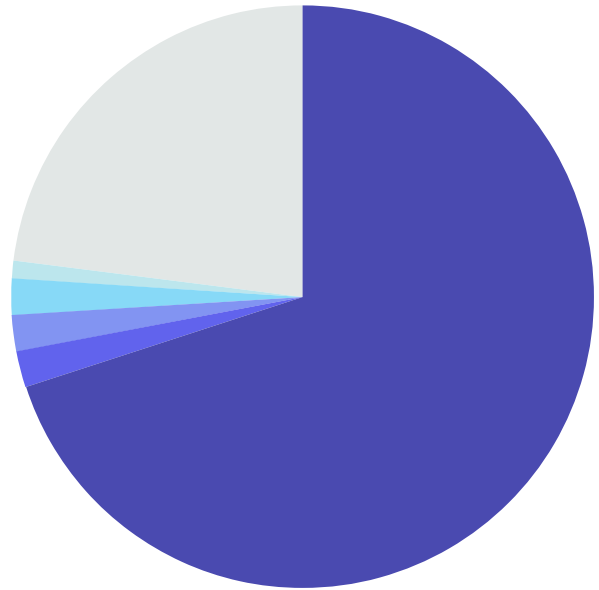


15.9% of immigrants living in Dallas were living below the federal poverty level⁷ in 2022 compared with **16.8%** of the city's U.S.-born population.

LANGUAGE DIVERSITY

The top non-English languages spoken by immigrants at home:

- 1 Spanish..... 70.3%
- 2 Amharic, Ethiopian, etc..... 2.0%
- 3 Niger-Congo (many subheads) ...1.9%
- 4 Vietnamese.....1.4%
- 5 French 1.1%
- 6 Other 23.3%



111,100

The number of immigrants living in Dallas in 2022 with limited English language proficiency.⁹ This represented

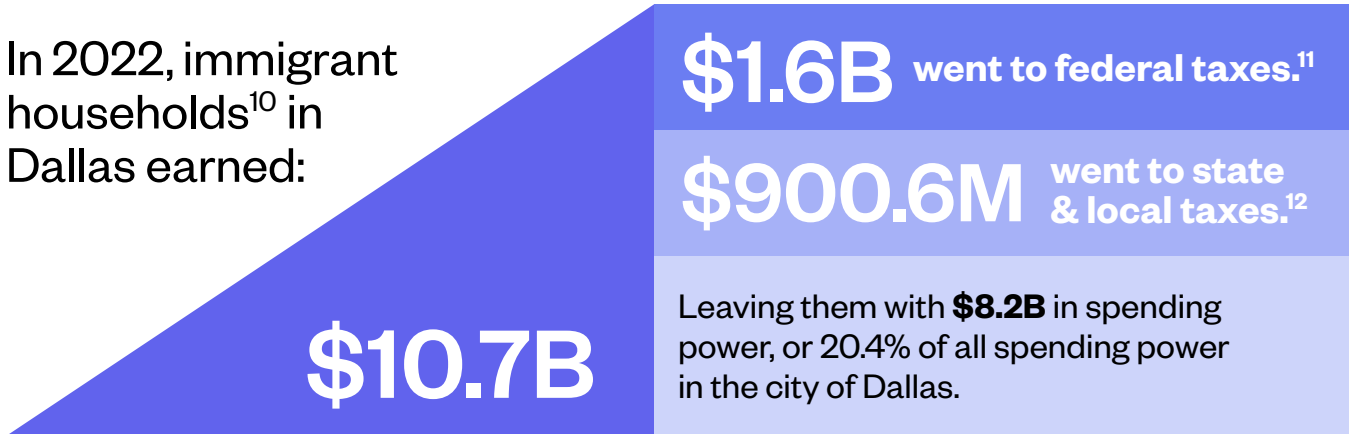


of the immigrant population.

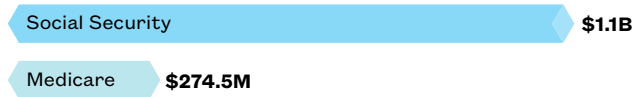
Among those with limited English proficiency, the top language spoken at home was **Spanish (93.4%)**

SPENDING POWER & TAX CONTRIBUTIONS

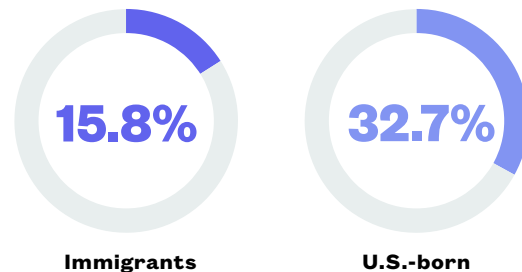
Immigrants paid a significant amount in federal, state, and local taxes, including property, sales, and excise taxes levied by state and local governments.



Immigrants in the city also support federal social programs. In 2022, they contributed **\$1.1B** to Social Security and **\$274.5M** to Medicare.

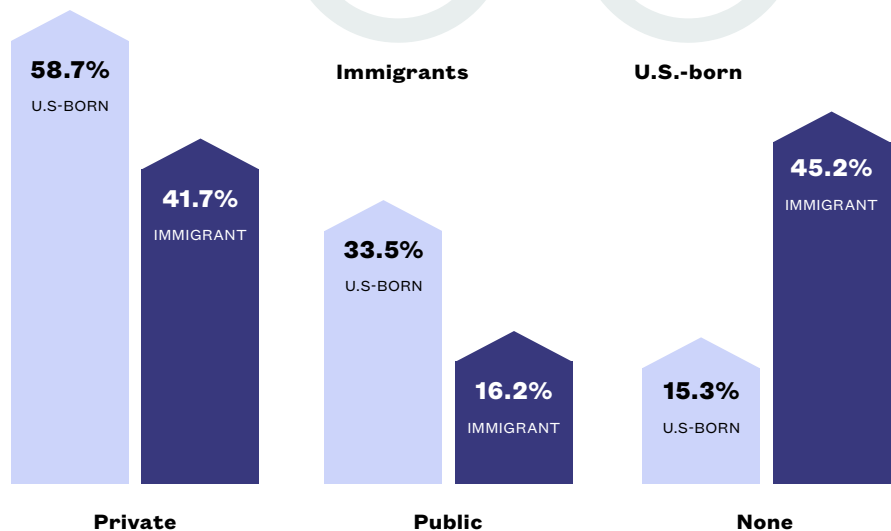


Just **15.8%** of immigrants in the city received Medicare or Medicaid in 2022, compared with **32.7%** of U.S.-born residents.



About **58.7%** of U.S.-born residents had private healthcare coverage, while **33.5%** had public healthcare coverage.¹³ About **15.3%** of U.S.-born residents did not have health insurance.

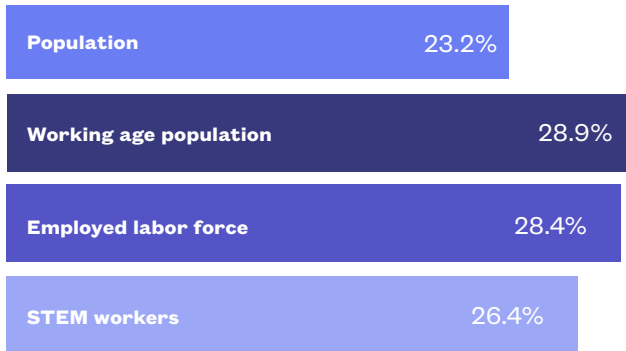
About **41.7%** of immigrants had private healthcare coverage, while **16.2%** had public healthcare coverage. About **45.2%** of immigrants did not have health insurance.



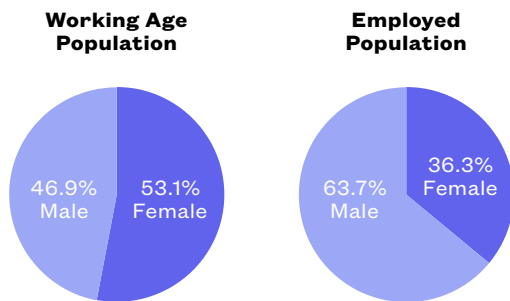
WORKFORCE

Although immigrants made up **23.2%** of the city's total population in 2022, they represented **28.9%** of its working age population, **28.4%** of its employed labor force, and **26.4%** of its workers in science, technology, engineering, and math (STEM) fields.¹⁴

Immigrant shares of the...



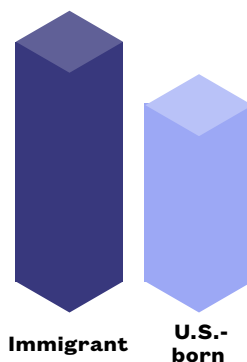
Immigrants by sex:



In Dallas, immigrants were

34.5%

more likely to be of working age than their U.S.-born counterparts.



SPOTLIGHT

Juan Carlos Cerda

Texas State Director, American Business Immigration Coalition

Juan Carlos Cerda shares a worry with some 580,000 immigrants in America: Will this be the year he's kicked out of the country? Will the United States ever create a path to permanent residency that allows him to feel secure in the only home he's known?

Juan Carlos' parents brought him to the United States from Mexico when he was 3 years old, and he grew up in Dallas—an undocumented immigrant with undocumented parents. He couldn't apply for jobs, couldn't get a driver's license, couldn't travel to the border with his high school teams. At home, he worried people would come to take his parents away.

Juan Carlos succeeded nonetheless, winning a scholarship to attend Yale University. (In order to travel between home and school, he had to first apply for a Mexican passport.)

After his freshman year, and, "thanks to the advocacy of undocumented students nationwide," Juan Carlos said, President Barack Obama created Deferred Action for Childhood Arrivals (DACA). The 2012 order gives qualifying immigrants who were brought to the country as children a temporary reprieve from deportation and the right to work legally.

"It completely changed my life," Juan Carlos said. He applied for campus jobs, got a driver's license, and studied abroad—all unimaginable without DACA. After graduating with a history degree, he spent two years teaching kindergarten in Dallas through Teach for America.

That's the first time—and, he hopes, the last—that his worry materialized. DACA must be renewed every two years, and in 2016 the federal government experienced a backlog. Juan Carlos's status lapsed. Once again, he was undocumented.

The school district suspended him without pay. He couldn't even volunteer there. He couldn't get another job. "It was a challenging time," he said. "It made me realize that it's very temporary in nature."

Juan Carlos has since dedicated himself to promoting sensible immigration reform, currently as the Texas state director of the American Business Immigration Coalition.

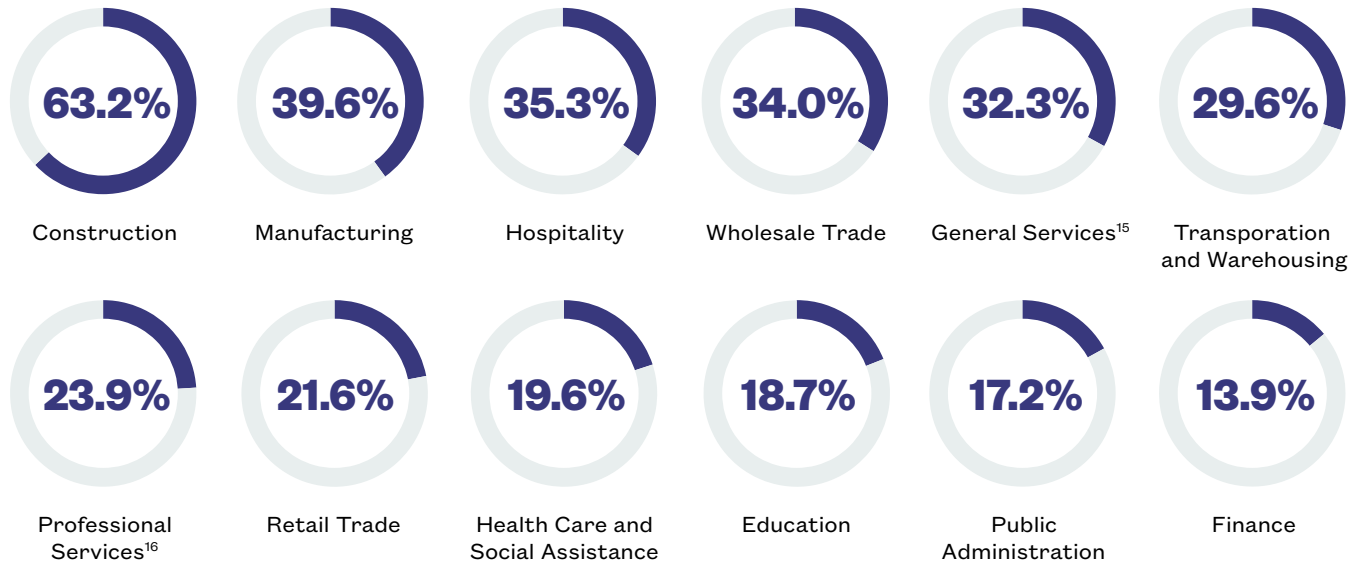
"My biggest worry is that there will be another bad court ruling, and the Supreme Court could order DACA to be eliminated."

What would he do then? He doesn't know. He just knows that he would lose everything he has.

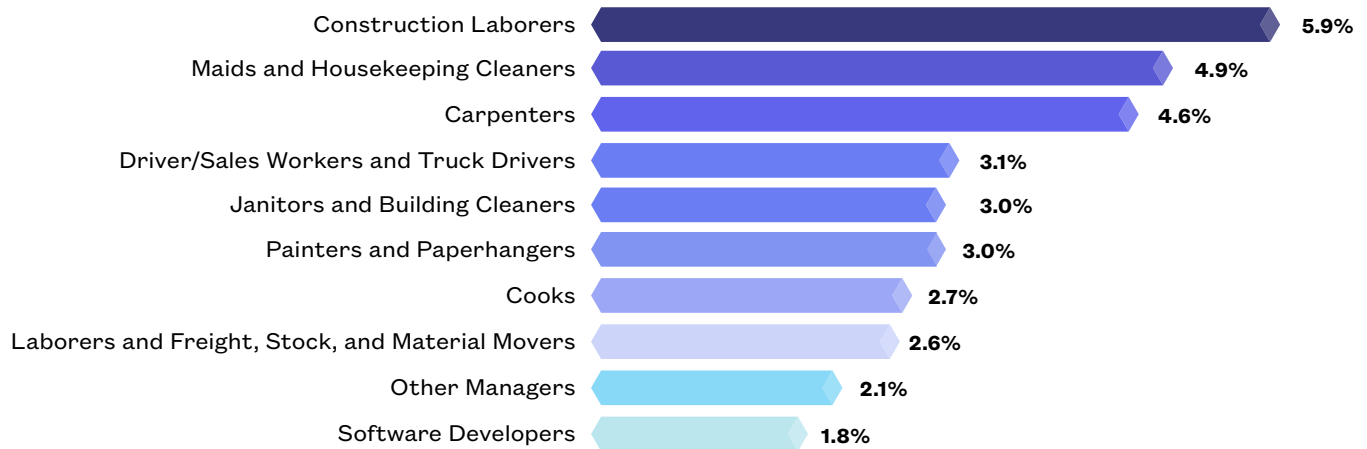
"DACA has just opened up so many opportunities," he said. He and his wife have bought a home and a car. They can provide for their families. "It's the American dream."

WORKFORCE (CONTINUED)

The immigrant share of workers was highest in the following **industries**:



Immigrant workers were concentrated in the following **occupations**:



The occupation with the largest number of **female** immigrant workers was **Maids and Housekeeping Cleaners (12.0%)**.

The occupations with the largest number of **male** immigrant workers were **Construction Laborers (9.2%)**, **Carpenters (7.3%)**, and **Driver/Sales Workers and Truck Drivers (4.6%)**.

WORKFORCE (CONTINUED)

Due to the role immigrants play in the workforce helping companies keep jobs on U.S. soil, our research shows that immigrants living in the city helped create or preserve

13,800 manufacturing jobs

that would have otherwise been eliminated or moved elsewhere by 2022.¹⁷

SPOTLIGHT

Job Demand in Dallas in 2023

Immigrants also played a crucial role helping the city meet the needs of its fastest growing and most in-demand fields.¹⁸

The top in-demand jobs in the city, by number of open job postings, were:

1. Registered Nurses: 13,471
2. Software Developers: 11,711
3. Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products: 10,514
4. Computer Occupations, All Other: 6,406
5. Managers, All Other: 6,375

The top skills and qualifications listed for these in-demand jobs were **Communication, Registered Nurse (RN), Management, Sales, and Nursing**.

Immigrants help fill many high-demand roles, especially as the need for bilingual and culturally competent workers in public services and healthcare increases.

The five industries with the highest demand for bilingual workers:¹⁹

1. Elementary and Secondary Schools
2. General Medical and Surgical Hospitals
3. Colleges, Universities, and Professional Schools
4. Employment Placement Agencies
5. All Other Professional, Scientific, and Technical Services

The top in-demand jobs for bilingual workers in the city, by number of open job postings, were:

1. Customer Service Representatives: 484
2. Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products: 468
3. Managers, All Other: 225
4. Human Resources Specialists: 225
5. Registered Nurses: 219

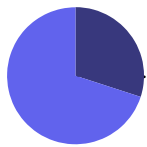
ENTREPRENEURSHIP

29,100

immigrant entrepreneurs generated

\$804.8M

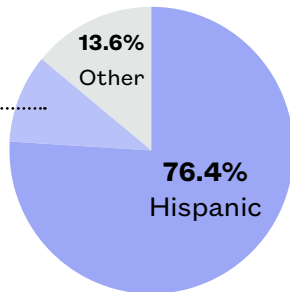
in business income in Dallas in 2022.



Immigrant entrepreneurs self-identified as **30.3%** female and **69.7%** male.

Immigrant entrepreneurs by race and ethnicity:

10.0%
Asian American/
Pacific Islander



The top country of origin for immigrant entrepreneurs in the city was **Mexico**. Mexicans represented **56.4%** of all immigrant entrepreneurs in Dallas in 2022.

SPOTLIGHT

Maria Mosomi

Board Certified Family Psychiatric Nurse Practitioner and CEO, Texas Advance Behavioral Health

Maria Mosomi runs a behavioral health clinic that sees about 200 patients a week—anyone struggling with depression, anxiety, bipolar disorder, ADHD, autism spectrum disorders, and more.

As a nurse practitioner, she can prescribe medicine. As the owner of her own clinic, she can take the time to listen.

“I wanted to start my own practice because I really wanted to make an impact in my patients’ lives,” she said. “Sometimes working for agencies it’s all about the numbers.”

Maria was 8 years old when her family emigrated from Tanzania to join family in California. Maria was always expected to become a nurse, like her parents, who had worked their way up from nursing assistants to licensed vocational nurses in the United States.

“Growing up, it was definitely like, you are going to be a nurse. That is where you can make the greatest economic impact,” Maria said. She was interested in business. “But innately, I liked helping people. So my mom was right.”

In school, Maria made her own way. She took a job in her high school cafeteria, washing dishes while her friends hung out, “because I knew my parents didn’t make much money,” she said. She enrolled in college prep programs and joined the Junior Reserve Officers’ Training Corps (JROTC), where she started a choir.

“What you see with a lot of immigrant children is tenacity, because they are the ones closing the gaps between two worlds,” she said. These children bear even greater weight when parents are not proficient in English.

Maria worked as a neuro telemetry nurse after college, then returned to school and became a psychiatric nurse practitioner (NP). She has master’s and doctoral degrees in nursing, and in 2015 opened her own clinic. Texas Advance Behavioral Health now has 10 employees, including three NPs and three therapists.

She understands the particular challenges immigrants face. The stress of starting over. The cultural stigmas around mental illness. The weight children carry.

“Now I’m in a position where I can take time to be there for my clients, often at the most vulnerable times in their lives,” she said. “I can be that person to listen, to care, to educate.”

“The impact is made one person at a time, and it trickles down,” she said. “When people are physically, mentally, and emotionally healthy, they produce communities that are economically stronger, as well.”

SPOTLIGHT

Ken Tse

President, KMT Architects

It was during the Great Recession, with work slow, that a colleague of Ken Tse's invited him on a mission trip to Cuba, where they provided donations and encouragement to those in need.

"Even though the country was in turmoil, full of poverty, and they didn't have much," he said. "I saw the light in those individuals, the faith. They were just full of joy."

The experience launched Ken on a journey of giving that continues today. And, he believes, it has fulfilled a desire he has always harbored as an immigrant—to repay others for his own good fortune in America.

Ken was 10 years old when he arrived in the United States. His parents had fled mainland China during the Cultural Revolution, landing first in Hong Kong before securing a visa to join Ken's sister's family in a small town in the Mississippi Delta. His parents put in long hours as shopkeepers.

"Like all immigrants, I learned the work ethic through my parents. For them, it's hope, it's opportunity, it's sacrifice after sacrifice," he said. "That's why I didn't want to mess it up. They fought every step of the way so we could have a better future."

So Ken followed the script and "always worked." He earned a Bachelor of Architecture from Mississippi State University and took a job in Dallas designing high rises. Then came the recession, time, and a trip to Cuba.

"That changed my outlook on life," he said. "Before, the priority was work, work, work. But life is more than that."

Ken opened his own firm, KMT Architects, and in the same year, 2010, cofounded New Hope Compassion, a nonprofit that works with local and international partners to bring needed humanitarian supplies and programs—and hope—to people in need.

Locally, he helps the underserved, school children, and young professionals with supplies and mentorship. Internationally, his current primary focus is on helping orphans—providing clothes, toiletries, backpacks, and more, and providing English language classes remotely.

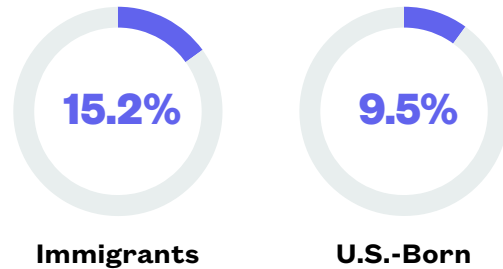
He also serves as president of the Dallas-based Asian American Contractors and Professionals Association, which offers networking, education, and mentorship opportunities to professionals from all backgrounds.

"I think all three [positions] apply the same principles. I leverage people and partners," he said. "Whomever you encounter, I believe that they can make a difference."

"As I'm reflecting back on my life as an immigrant, I know we're grateful for everything we've got. But also it's our obligation to give back, to serve our community, not just here locally but also globally."

ENTREPRENEURSHIP (CONTINUED)

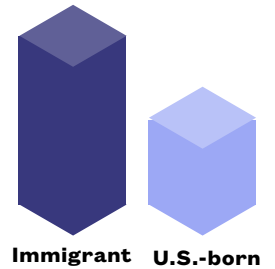
Share of the population who worked for their own businesses:²⁰



In the city, immigrants were

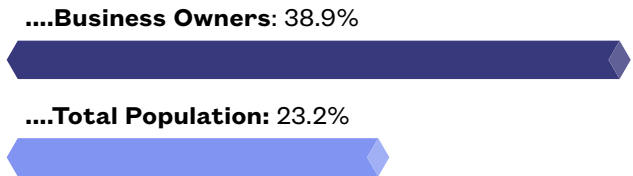
60.1%

more likely to be entrepreneurs than their U.S.-born counterparts.

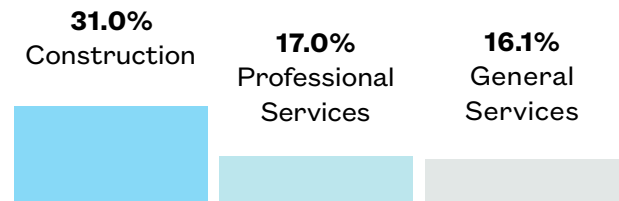


Immigrants represented 38.9% of business owners in the city in 2022 despite making up only 23.2% of the population.

Immigrant share of Dallas'....

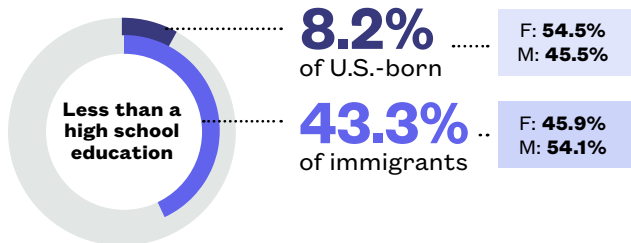


The immigrant share of entrepreneurs was highest in the following industries:

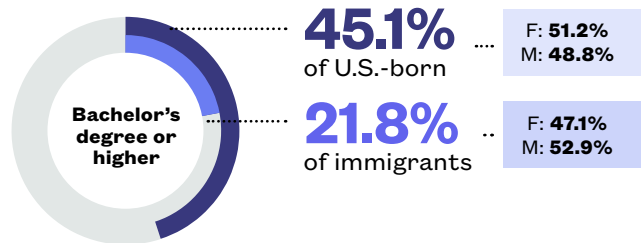


EDUCATION

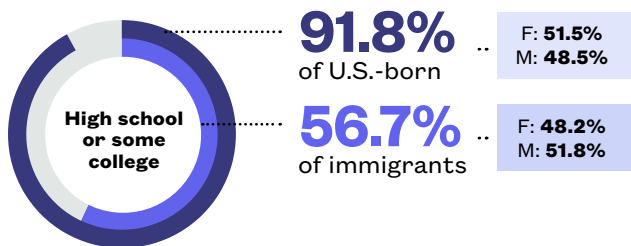
Share of the city's population aged 25 or above with **less than a high school education** in 2022:



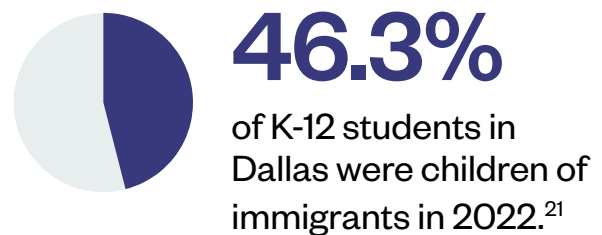
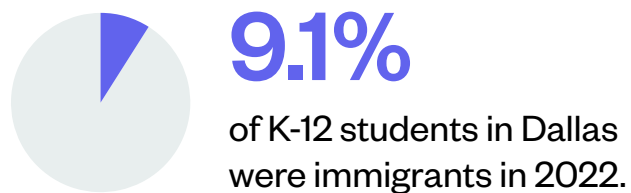
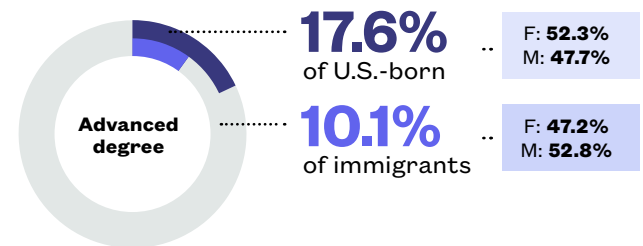
Share of the city's population aged 25 or above that held **at least a bachelor's degree** in 2022:



Share of the city's population aged 25 or above with at least a **high school education or some college** in 2022:



Share of the city's population aged 25 or above that held an **advanced degree** in 2022:



SPOTLIGHT

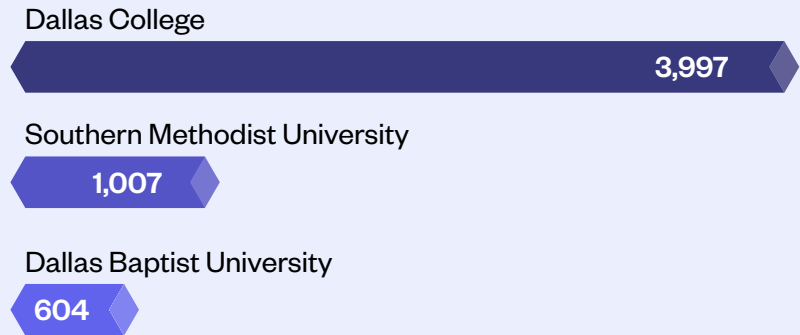
University Population in Dallas

In fall 2022,

6,835

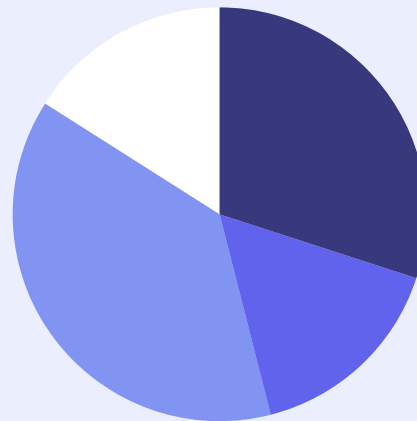
students enrolled in colleges and universities in Dallas were temporary U.S. residents.²²

The universities with the largest international student populations were:



The breakdown of international students is as follows:

- 2,087** full-time undergraduate students
- 1,110** full-time graduate students
- 2,574** part-time undergraduate students
- 1,064** part-time graduate students



225

international students graduated with a primary major in STEM from colleges and universities in the city in the 2021-22 academic year. **4 international students** graduated with a secondary major in STEM.

International students supported...

373

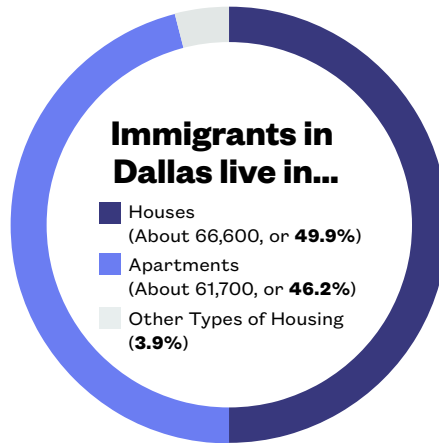
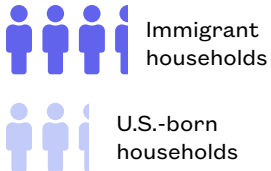
jobs in the city and contributed...

\$53.7M

in the 2021-22 academic year.²³

HOUSING

The average household size for immigrant households in Dallas was **3.2** compared with **2.2** for U.S.-born households.



55.4% of immigrant households were renters.

Their total annual rent paid was **\$1.1B**

77.6% of immigrant households in the city had access to broadband connection in their place of residence as compared with **86.4%** of U.S.-born households in 2022.²⁴



Immigrant U.S.-born

In 2022,

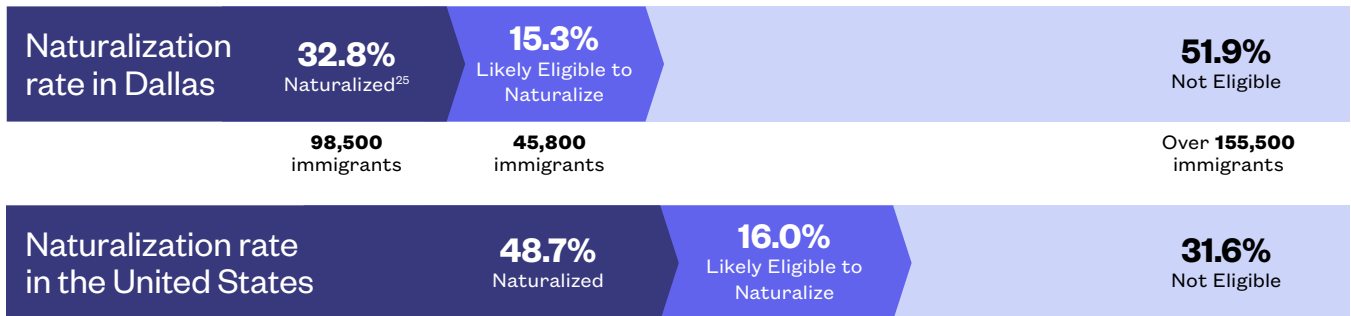
44.6%

of immigrant households in Dallas owned their own homes, compared to **45.6%** of U.S.-born households.

In 2022, the total property value of immigrant households was

\$17.1B

NATURALIZATION



The top five countries of origin for naturalized citizens in Dallas were:

- 1 Mexico 46.0%
- 2 India 3.9%
- 3 El Salvador 3.7%
- 4 Vietnam 3.7%
- 5 Ethiopia 3.3%

When eligible immigrants naturalize, their income increases by **8.9%** on average.²⁶

REFUGEES

Number of immigrants who were likely refugees²⁷ in Dallas in 2022:

11,100

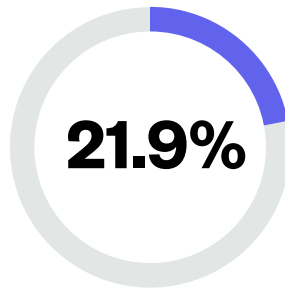
Refugee share of the immigrant population:

3.7%

Refugees were more likely to be naturalized than other immigrants.

70.0%

of refugees in the city were naturalized U.S. citizens.



Share of refugees in Dallas who came from **Vietnam**. This was the top country of origin for refugees living in Dallas in 2022.

In 2022, refugee households²⁸ in the city earned: **\$509.8M**

\$78.9M

went to federal taxes.²⁹

\$43.9M

went to state and local taxes.³⁰

Leaving them with **\$387.0M** in spending power.

DACA-ELIGIBLE POPULATION

Approximately,

10,800

immigrants, or **3.6%** of the immigrant population in Dallas, were eligible for Deferred Action for Childhood Arrivals (DACA)³¹ in 2022.³²

Amount earned by DACA-eligible households in 2022: **\$327.4M**

\$37.6M

went to federal taxes.³³

\$35.3M

went to state and local taxes.³⁴

Leaving them with **\$254.5M** in spending power.

SPOTLIGHT

Patricia Blasquez

Lead Manager, Communications & PR at AT&T

Patricia Blasquez was finishing graduate school—among the first of five siblings to do so—when her father, Alberto, shared a story he’d so far kept from his children, one about his own immigrant journey.

Alberto and Marietta Blasquez had immigrated to the United States—Patricia was 12 at the time—on a visa for Filipinos who had helped the U.S. government. For two decades, Alberto had worked as a telecommunications engineer at the U.S. Naval Base Subic Bay and the U.S. Embassy. As lead engineer, he headed projects, met dignitaries, had a big office. His family enjoyed an upper-middle-class lifestyle.

Once in the United States, with no professional license and no time to get one, Alberto found himself working as a cashier and cleaning pools in the Dallas suburbs. The family struggled.

“There were moments where I would be sitting in my pickup at lunch, and I’d be eating a sandwich and crying—what did I do? I don’t know why I’m here,” he now told his daughter. “It didn’t make sense to me until now: You’re graduating. Maybe the American dream was not about me, it was about my kids.”

Patricia lives in gratitude. The gratitude is big. It drives not only her success but a need to pay the generosity forward. It is a sentiment common among the children of immigrants.

Patricia earned a bachelor’s degree in political economy from The University of Texas at Dallas and a master’s degree in public relations from the George Washington University, in Washington, D.C.

While interning at the International Rescue Committee, she saw immigrants like her father—skilled professionals now washing dishes or driving taxis. As an aide for Dallas Mayor Mike Rawlings, she tried to set up language and skills courses. “I thought, I wonder what can be done to get these people re-credentialed,” she said. “It quickly became one of my passions.”

After the mayor’s term, Patricia put her own skills to work at the Dallas Regional Chamber recruiting businesses. She now leads public relations and communications for AT&T Labs.

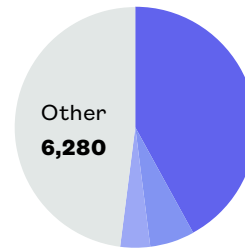
“I would tell my dad 20 years later, ‘I’ve gotten to work for AT&T. And the mayor, I’ve helped create jobs. And that’s all because of your brave decision,’” she said. “I take no credit.”

H-1B AND H-2B VISAS

13,463

H-1B visas were certified³⁵ in Dallas during Fiscal Year 2023.

The top occupations among certified H-1B visa applications were:



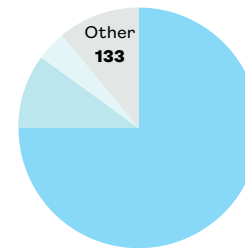
of certifications

- 1 Software Developers. 5,781
- 2 Computer Systems Analysts. 860
- 3 Computer and Information Systems Managers 542

1,208

H-2B visas were certified³⁶ in Dallas during Fiscal Year 2023.

The top occupations among certified H-2B visa applications were:



of certifications

- 1 Landscaping and Groundskeeping Workers ...911
- 2 Door-to-door Sales Workers, News and Street Vendors, and Related Workers 120
- 3 Amusement and Recreation Attendants.....44

ENDNOTES

- 1 Estimates provided in this report may slightly undercount the immigrant population. The American Community Survey historically undersamples the immigrant population, especially among lower income, more recently arrived, and less English-fluent immigrant populations.
- 2 Unless otherwise specified, data comes from 1-year samples of the American Community Survey from 2017 and 2022 and figures refer to Dallas, Texas.
- 3 In 2022, the total population of Dallas, Texas was 1,293,000.
- 4 We define “immigrant” as any non-citizen or any naturalized U.S. citizen. They include naturalized citizens, green card holders, temporary visa holders, refugees, asylees, and undocumented immigrants, among others.
- 5 We define working age as 16-64 years of age.
- 6 Totals may not add up to 100 percent due to rounding.
- 7 Poverty data is based on a definition established by the Social Security Administration in 1964 and subsequently modified by Federal interagency committees in 1969 and 1980. The Office of Management and Budget’s (OMB) Directive 14 prescribes this definition as the official poverty measure for federal agencies to use in their statistical work.
- 8 This formula explicitly excludes those that speak English at home from both the subgroup and the totals.
- 9 For the purpose of this report, we define people with limited English language proficiency as those who do not speak English at all or do not speak English well.
- 10 Immigrant households refer to those with an immigrant as head of the unit.
- 11 U.S. Congressional Budget Office, The Distribution of Household Income and Federal Taxes, 2019 (Washington, DC: 2022), <https://www.cbo.gov/publication/58353>.
- 12 Institute on Taxation and Economic Policy, Who Pays? A Distributional Analysis of the Tax Systems in All Fifty States (Washington, DC: 2018), <https://itep.org/whopays>.
- 13 Including people who have both public and private healthcare coverage.
- 14 STEM refers to occupations that require background or expertise in science, technology, engineering, or math.
- 15 General services include personal services (e.g. laundry services, barber shops, and repair and maintenance), religious organizations, social services, and labor unions.
- 16 Professional services: Most of these industries include professions that require a degree or a license, such as legal services, accounting, scientific research, consulting services, etc.
- 17 Jacob Vigdor, Immigration and the Revival of American Cities: From Preserving Manufacturing Jobs to Strengthening the Housing Market (New York, NY: Americas Society/Council of the Americas and New American Economy, 2013), <https://www.newamericaneconomy.org/wp-content/uploads/2013/09/revival-of-american-cities.pdf>.
- 18 Data is obtained from Lightcast Technologies for the time period between January 1, 2023 and December 31, 2023.
- 19 Ibid.
- 20 Data obtained from the ACS may not capture those who work in informal jobs and businesses, and as a result may not capture immigrants’ full entrepreneurial contributions within the city.
- 21 Children of immigrants includes both U.S.-born and immigrants who are under the age of 18 with at least one immigrant parent.
- 22 Data on student enrollment in the city is derived from the Integrated Postsecondary Education Data System maintained by the National Center for Education Statistics. Temporary residents refer to people who are not U.S. citizens or permanent residents.
- 23 Economic data is derived from the International Student Economic Value Tool maintained by NAFSA: Association of International Educators.
- 24 This data point reports whether the respondent or any member of their household subscribed to the internet using broadband (high speed) internet service such as cable, fiber optic, or DSL.
- 25 Naturalization is the process through which one can become a U.S. citizen. We identify immigrants who are potentially eligible for naturalization based on a set of criteria of eligibility identified by the USCIS, such as immigration status, age, English language proficiency, and length of stay in the United States. This data refers to immigrants who are naturalized and were living in Dallas. Learn more here: <https://www.americanimmigrationcouncil.org/research/how-united-states-immigration-system-works>.
- 26 Maria E. Enchautegui and Linda Giannarelli, The Economic Impact of Naturalization on Immigrants and Cities, Urban Institute, 2015, <https://www.urban.org/research/publication/economic-impact-naturalization-immigrants-and-cities>.
- 27 Refugees are admitted to the United States based upon an inability to return to their home countries because of a “well-founded fear of persecution” due to their race, membership in a particular social group, political opinion, religion, or national origin. Learn more here: <https://www.americanimmigrationcouncil.org/research/how-united-states-immigration-system-works>.
- 28 Refugee households refer to those with a refugee as head of the unit.
- 29 U.S. Congressional Budget Office, The Distribution of Household Income and Federal Taxes, 2019 (Washington, DC: 2022), <https://www.cbo.gov/publication/58353>.
- 30 Institute on Taxation and Economic Policy, Who Pays? A Distributional Analysis of the Tax Systems in All Fifty States (Washington, DC: 2018), <https://itep.org/whopays/>.
- 31 Deferred Action for Childhood Arrivals (DACA) is a program established in 2012 which permits certain individuals who were brought to the United States while under the age of 16 and who have resided continuously in the United States since June 15, 2007, to remain in the U.S. and work lawfully for at least two years, so long as they meet certain eligibility requirements. Learn more here: <https://www.americanimmigrationcouncil.org/research/how-united-states-immigration-system-works>.

- 32 Due to ongoing legal challenges to the DACA program, any first-time DACA applications not granted as of July 16, 2021 are unable to be processed, though the Department of Homeland Security (DHS) can still accept these applications. The current court ruling alongside the ongoing uncertainty about the future of the DACA program has resulted in a lack of afforded protections for those who are DACA-eligible but are unable to apply.
- 33 U.S. Congressional Budget Office, The Distribution of Household Income and Federal Taxes, 2019 (Washington, DC: 2022), <https://www.cbo.gov/publication/58353>.
- 34 Institute on Taxation and Economic Policy, Who Pays? A Distributional Analysis of the Tax Systems in All Fifty States (Washington, DC: 2018), <https://itep.org/whopays/>.
- 35 Before an employer can file a petition with United States Citizenship and Immigration Services (USCIS) to hire an employee using an H-1B visa, the employer must take steps to ensure that hiring the foreign worker will not adversely affect U.S. workers. To do this, employers file a labor condition application (LCA) to be certified by the Department of Labor (DOL), which ensures that employment of the H-1B worker will not adversely affect the wages and working conditions of similarly employed U.S. workers. The number of certified H-1B visas is therefore a good indication of the demand for foreign-born workers of a given occupation in a given region. More information on the H-1B process can be found here: <https://www.uscis.gov/working-in-the-united-states/h-1b-specialty-occupations>.
- 36 Similar to the H-1B process, in order for an employer to obtain an H-2B certification, the DOL must determine that there are not enough U.S. workers available to do the temporary job being petitioned for, and that employing H-2B workers will not adversely affect the wages and working conditions of similar workers. Additionally, the need for the worker must be temporary. Certified jobs are not necessarily the jobs filled, though they do indicate a level of demand for temporary immigrant workers in a particular occupation. More information on the H-2B process can be found here: <https://www.dol.gov/agencies/eta/foreign-labor/programs/h-2b>.