A REPORT FROM THE WELCOMING CENTER

BUILDING COLLECTIVE PROSPERITY



IMMIGRANT IMPACT
IN THE PHILADELPHIA REGION

2026

WELCOME

When I wrote The Truth About Immigration, I set out to shift the narrative around one of the most controversial subjects of our time. Too often, the immigration debate devolves into a false victim-or-villain tradeoff. I wanted to offer a third possibility, based on the facts and broadly appealing: newcomers benefit you, your community, and your country in all sorts of surprising and roundabout ways. You don't have to choose between what's best for your people and what's best for newcomers. Or between what's morally right and what's economically feasible.

My hope was always that this framework would be applied in tangible, on-the-ground ways. For that to happen, organizations with direct interests in local communities need to step up and make the facts come to life in ways that matter to everyday residents.

The Welcoming Center has been doing exactly that for years, and this report is just the next step in their transformative work. That work and this framework are a natural pairing, and what results is a data-driven story unfolding not only across the country, but right here in our Philadelphia backyard. Read it carefully, and you'll see what's so obvious that it becomes invisible: immigrants are inseparable from everything that makes our city prosperous.

Zeke Hernandez



Max and Bernice Garchik Family Presidential Professor
The Wharton School, University of Pennsylvania
Author, The Truth About Immigration: Why Successful Societies Welcome Newcomers

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TALENT & LABOR

Workforce Presence

Two Ends of the Workforce

The Skills Pipeline



INVESTMENT



Immigrants are resilient—we hear this all the time, and it's true. But we are also incredibly innovative and determined. We want to be here and we bring a unique perspective. We often see parts of life, and parts of our communities, that other people might miss.





MORE THAN NEIGHBORHOOD FOOD TRUCKS

The world is showing up here in Greater Philadelphia in more ways than one.

Immigrants bring an entrepreneurial energy that our region and state need. Their stake in the ownership economy is meaningful and spans a wide range of activity, from informal and family-run operations to firms with paid staff and broad economic reach.

Investment is landing in Pennsylvania too and once it's here, it flows directly into local economic activity. Nearly 350,000 Pennsylvanians currently work for employers that are majority foreign-owned. That's roughly the population of Pittsburgh. Immigrant communities lower the cost and risk of the leap into a new market because the trust and local knowledge are in place. A diverse, multi-national, and skill-based workforce is a critical variable in decisions about where capital flows.

But the clearest proof of investment is personal. Immigrants are investing their own capital and buying homes. Immigrant households across the region have nearly doubled their collective home equity since 2015 to approximately $60 billion.

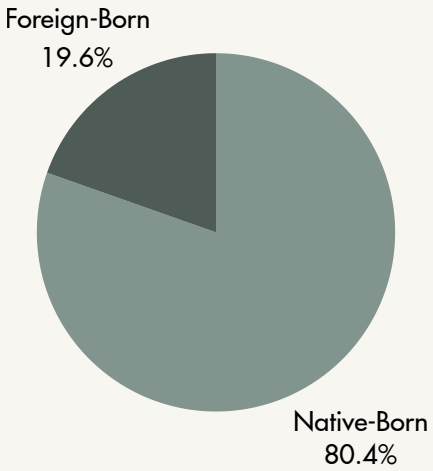
This investment is to everyone's benefit. Trends in immigrant entrepreneurship, foreign investment, and homeownership signal that people are choosing to put their futures here. We can welcome more of each by staying open enough, connected enough, and trusted enough to be worth the leap.


AMING

IMMIGRANT ENTREPRENEURSHIP

EMPLOYER FIRMS

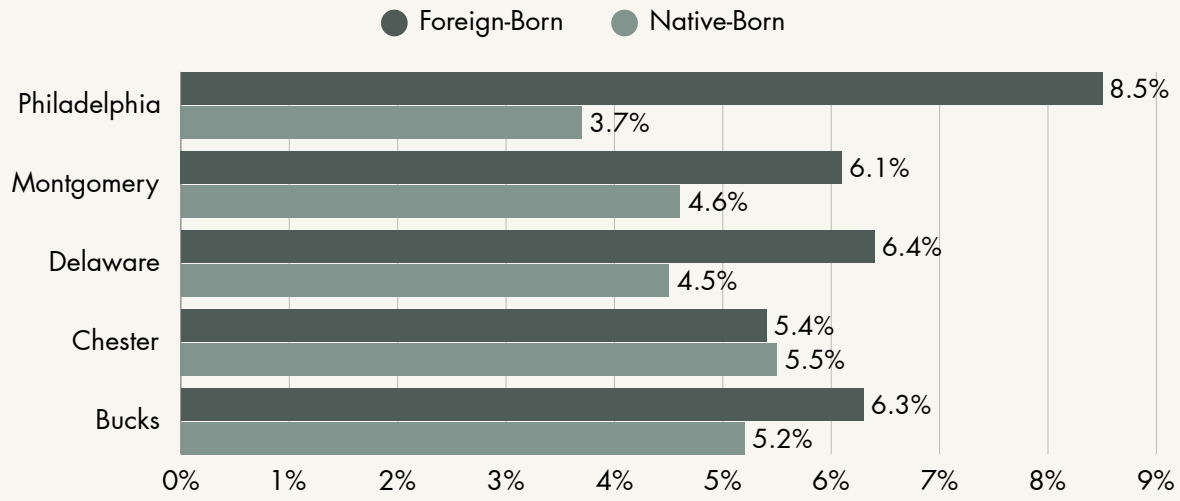
Business Ownership Rate by Nativity, Philadelphia-Camden-Wilmington Region, 2023



Source: National Center for Science and Engineering Statistics, U.S. National Science Foundation, & U.S. Census Bureau. (2025). Annual Business Survey: Owner Characteristics of Respondent Employer Firms by Sector, Sex, Ethnicity, Race, and Veteran Status for the U.S., States, Metro Areas, and Counties: 2023. Economic Surveys, ECNSVY Annual Business Survey Characteristics of Business Owners, Table AB2300CSCBO.

SELF-EMPLOYMENT

Self-Employment Rate by Nativity, 5 County, 2024



Source: U.S. Census Bureau. "Selected Characteristics of the Native and Foreign-Born Populations." American Community Survey, ACS 5-Year Estimates Subject Tables, Table S0501
Note: Includes only non-incorporated businesses among the civilian population age 16 and older.

THE TAKEAWAY

IMMIGRANT ENTREPRENEURSHIP

What does it mean to participate in the ownership economy?

A new business creates a little economy around itself. A person who starts as a sole proprietor may eventually incorporate and generate economic activity well beyond their own income. They hire employees. They need accountants, lawyers, cleaners, contractors, landlords, payroll providers, and suppliers—not to mention the local customers who patronize the business itself. This flurry of economic activity is what makes entrepreneurship so important.

In every county but one, immigrants are more likely to work for themselves. In Philadelphia, they are more than twice as likely.

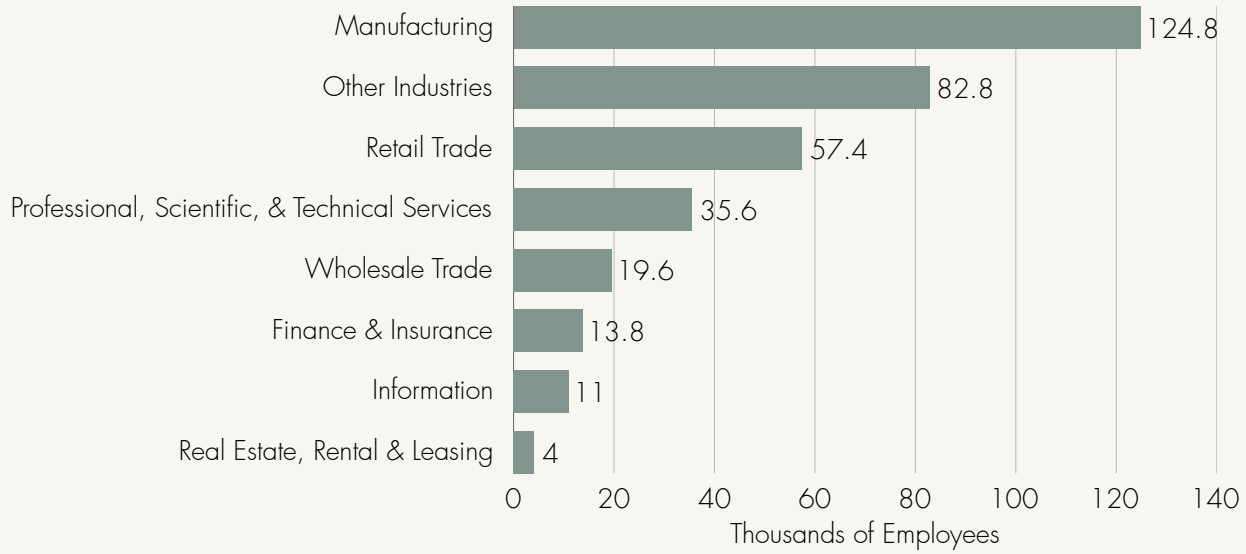
Self-employment includes entrepreneurs, independent professionals, contractors, consultants, and tradespeople. Nearly 1 in 5 employer businesses in the region is immigrant-owned. That represents a real foothold in an economy where most business owners are still native-born.

And entrepreneurship may be only the beginning. Behind business ownership is an entire ecosystem of patents, capital, professional services, and wealth creation —a pipeline that can turn entrepreneurial activity into durable household wealth and homeownership that feeds our tax base.

FOREIGN DIRECT INVESTMENT

EMPLOYMENT BY INDUSTRY

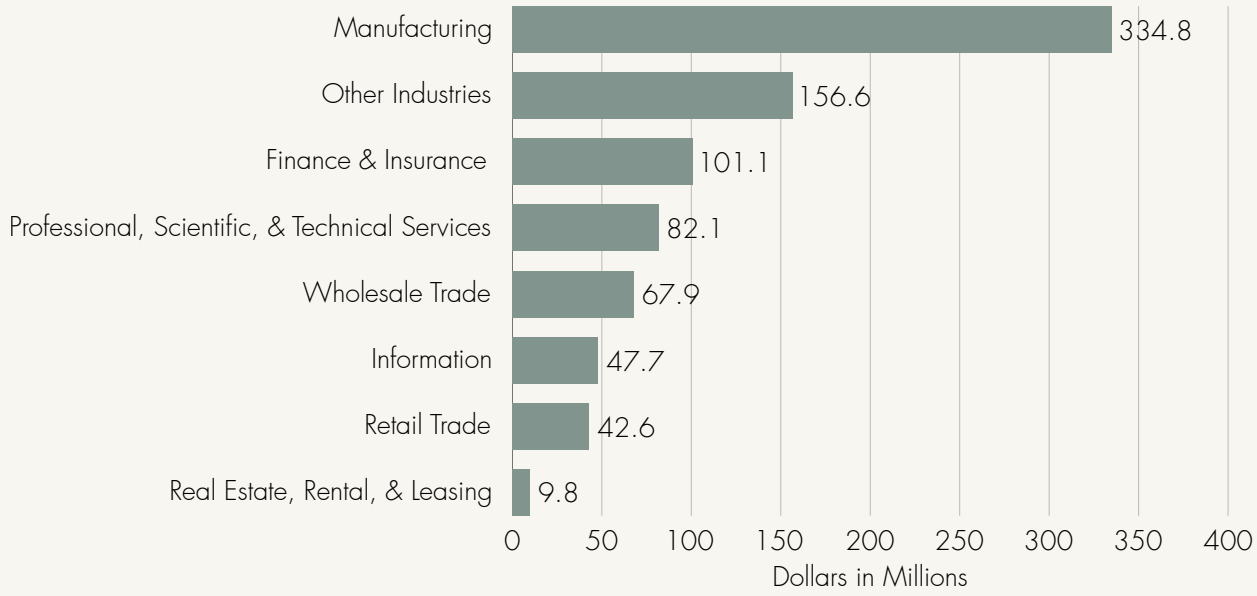
FDI Employment by Industry, Pennsylvania, 2024



Source: U.S. Bureau of Economic Analysis, "Data on Activities of Multi-national Enterprises" (Accessed Wednesday, September 2, 2026.)

COMPENSATION BY INDUSTRY

FDI Employee Compensation by Industry, Pennsylvania, 2024

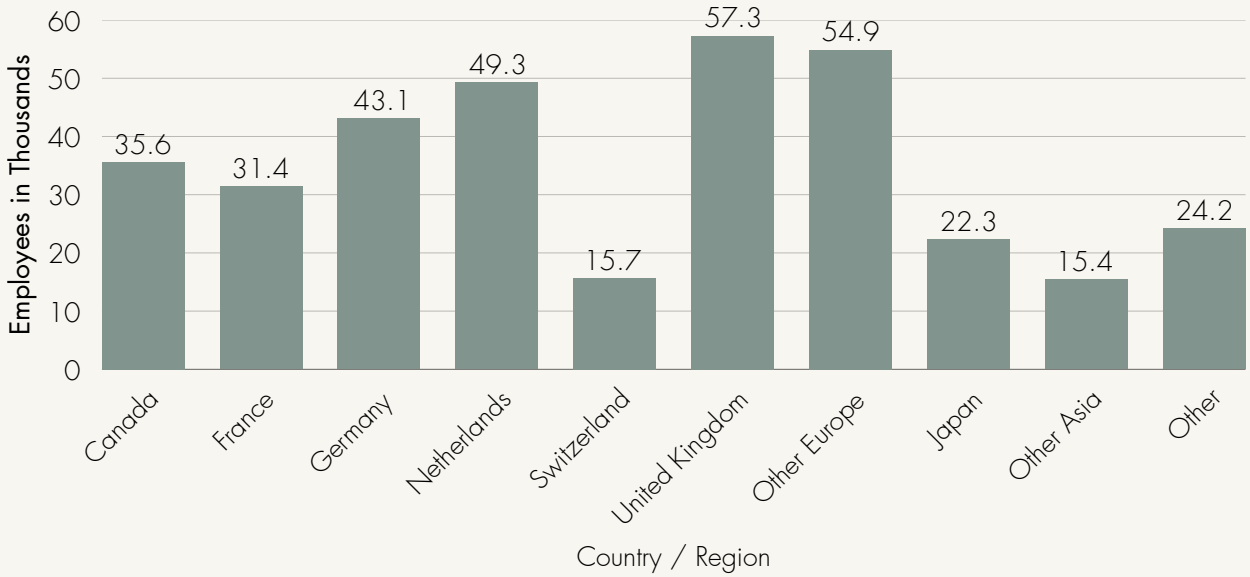


Source: U.S. Bureau of Economic Analysis, "Data on Activities of Multi-national Enterprises"

FOREIGN DIRECT INVESTMENT

SOURCE COUNTRY

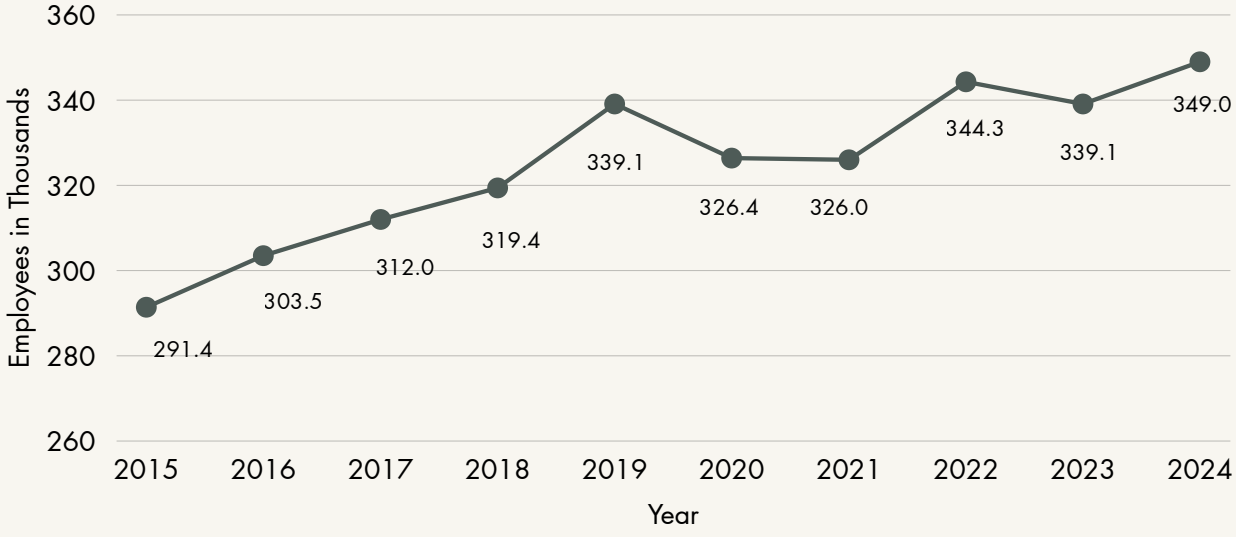
Employment in Foreign-Owned Business by Country of Ownership, Pennsylvania, 2024



Source: U.S. Bureau of Economic Analysis (BEA), Activities of Multinational Enterprises, Foreign Direct Investment in the United States, Employment (Thousands of Employees), 2024.

EMPLOYMENT OVER TIME

Employment at Foreign-Owned Business, Pennsylvania, 2015–2024



Source: U.S. Bureau of Economic Analysis (BEA), Activities of Multinational Enterprises, Foreign Direct Investment in the United States, Employment (Thousands of Employees)





THE TAKEAWAY

FOREIGN DIRECT INVESTMENT

Simply, Foreign Direct Investment (FDI) is money coming into Pennsylvania from outside the country to build, expand, and operate businesses here.

It's more than a measure of dollars. Companies invest where they see opportunity. When Pennsylvania attracts investment from abroad, it means outside businesses are choosing to put their people and long-term plans here.

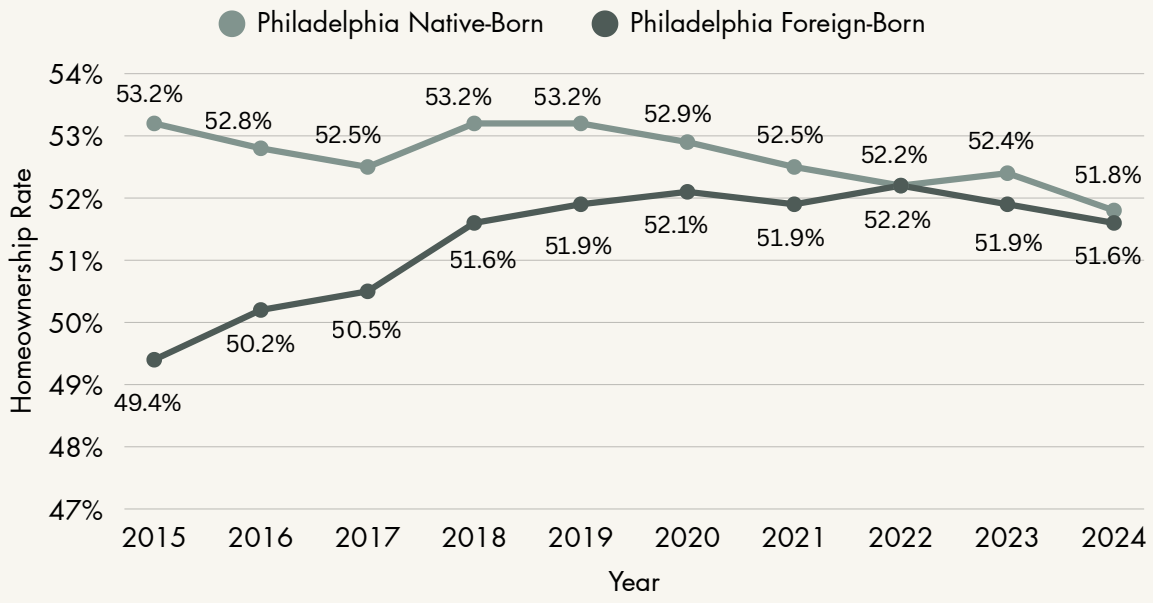
Manufacturing draws more foreign investment jobs than any other industry in Pennsylvania and also leads in total pay from foreign-owned employers. Retail and professional services round out the next biggest slices.

Foreign-owned employment in Pennsylvania has grown nearly 20% since 2015. It dipped during the pandemic, but has more than recovered. This means 58,000 more Pennsylvania paychecks tied to foreign-owned employers than a decade ago.

HOUSING INVESTMENT

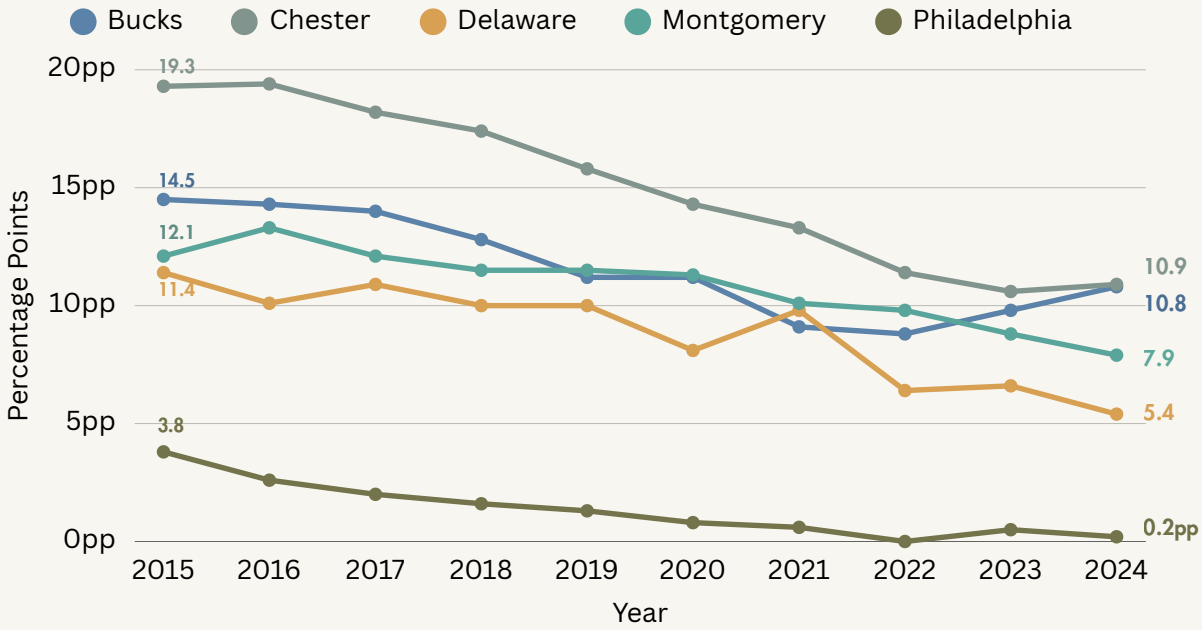
HOMEOWNERSHIP OVER TIME

Homeownership Rate by Nativity, Philadelphia, 2015-2024



Source: U.S. Census Bureau. "Selected Characteristics of the Native and Foreign-Born Populations." American Community Survey, ACS 5-Year Estimates Subject Tables, Table S0501,

Difference in Homeownership Rate, 5 County, 2015–2024

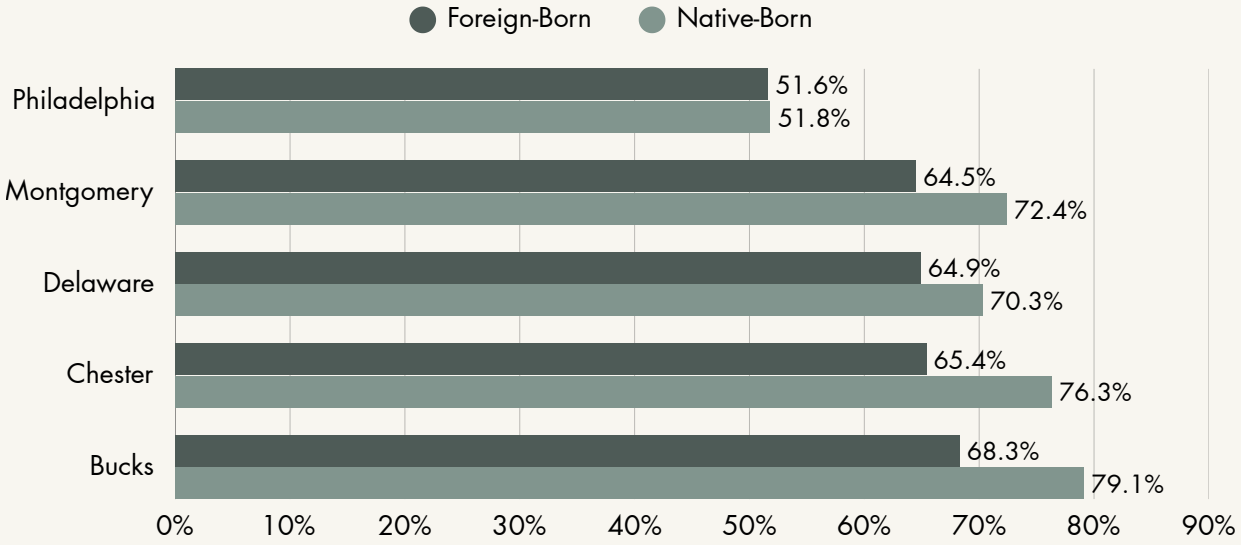


Source: U.S. Census Bureau. "Selected Characteristics of the Native and Foreign-Born Populations." American Community Survey, ACS 5-Year Estimates Subject Tables, Table S0501,

HOUSING INVESTMENT

HOMEOWNERSHIP RATE

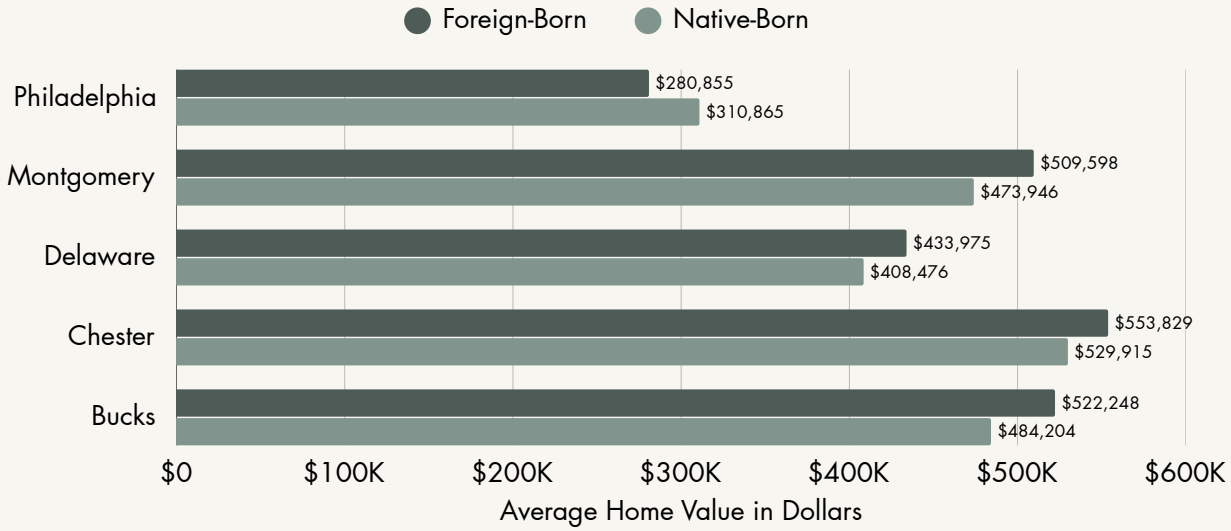
Homeownership Rate by Nativity, 5 County, 2024



Source: U.S. Census Bureau. "Selected Characteristics of the Native and Foreign-Born Populations." American Community Survey, ACS 5-Year Estimates Subject Tables, Table S0501.

HOME VALUE

Average Home Value by Nativity, 5 County, 2024

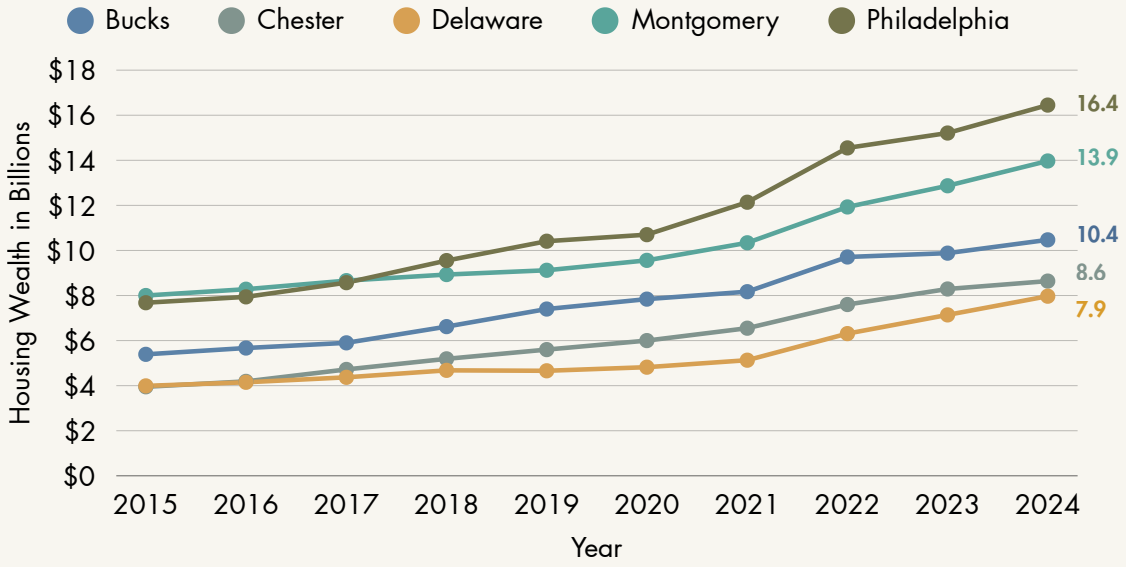


Source: U.S. Census Bureau, 2024 American Community Survey 5-Year Public Use Microdata Sample

HOUSING INVESTMENT

HOUSING WEALTH OVER TIME

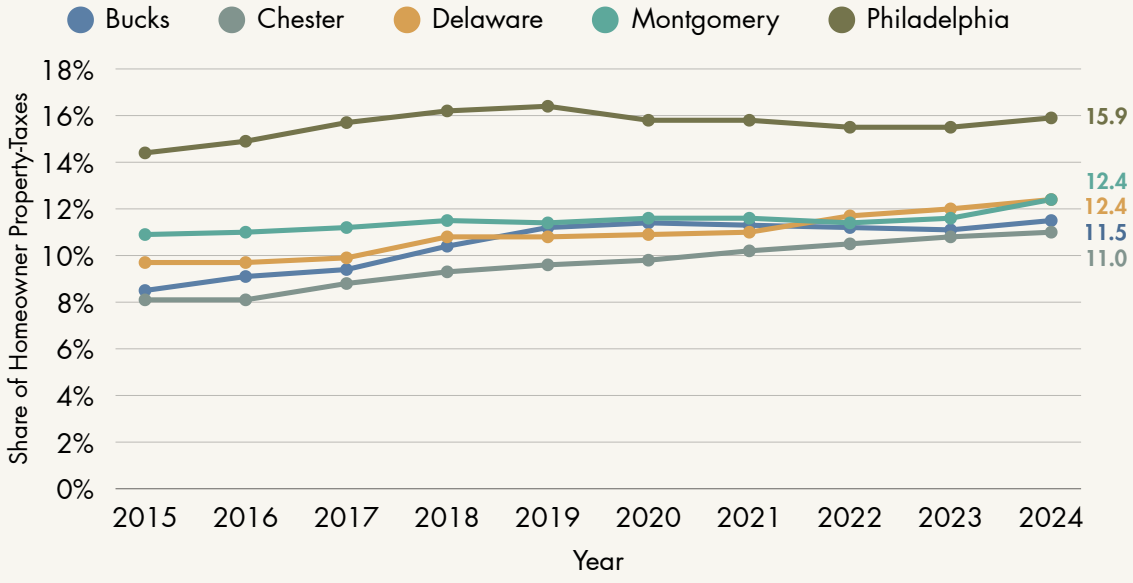
Immigrant Housing Wealth, 5 County, 2015-2024



Source: U.S. Census Bureau, 2015-2024 American Community Survey 5-Year Public Use Micro-data Sample

PROPERTY TAX PAYMENTS OVER TIME

Share of Immigrant Property Tax Payment Over Time, 5 County, 2015-2024



Source: U.S. Census Bureau, 2015-2024 American Community Survey 5-Year Public Use Micro-data Sample

THE TAKEAWAY

HOUSING INVESTMENT

Homeownership is linked to the fiscal health of our communities.

Housing is the primary source of wealth for most Pennsylvanians. But it's also a foundation of local public finance. Our property taxes help fund schools, roads, and local government. Homeownership means joining a property-tax base that funds the community.

Immigrant homeowners paid an estimated $724 million in property taxes in 2024. That's up more than 90% since 2015.

Immigrant households across the region have built nearly $60 billion in home equity. That's almost double what it was in 2015. In the suburbs, immigrant-owned homes are worth more than native-owned homes. In Philadelphia, it's the reverse.

Native-born residents own homes at a higher rate than immigrants in every county. But in Philadelphia, that gap has all but disappeared. This makes Philadelphia a real standout among its peer cities.

The homeownership gap narrowed in every county for most of the last decade, but that trend reversed in the most recent year. Increased migration may help explain the shift as a large influx of new renters can lower the overall immigrant homeownership rate. But today's newcomers may become tomorrow's economic anchors, putting down roots and building wealth not only for their families but for the communities around them.



INNOVATION

Twenty-five years ago, we weren't seeing much patent activity across Pennsylvania. But they are a metric of innovation. The cycle from research to commercialization to entrepreneurship to wealth creation just wasn't happening here. We weren't yet an immigrant destination at the scale we are today. What's striking is how closely those trajectories have moved together. As immigration has grown, so too has patent activity and the broader ecosystem of innovation and entrepreneurship.



KEEPING A MODERN ECONOMY RUNNING

STEM (Science, Technology, Engineering, and Mathematics) isn't an abstraction. It's the engineer who signed off on the bridge you drove over this morning. The person who tested your tap water before it reached your glass. The developer behind the app you checked before you left the house. The architect who made sure your kid's school doesn't fall down in a storm.

In Pennsylvania, foreign-born workers are more than twice as likely as U.S.-born workers to hold STEM jobs. In Chester County, walk up to someone working in STEM, and there's almost a 1 in 3 chance they're an immigrant despite being only 1 in 8 of the county's workforce.

The same pattern shows up in credentials. Talk to an immigrant in Bucks, Chester, Delaware, or Montgomery County and there is better than a 1 in 4 chance they hold a graduate or professional degree. With their Native-born neighbors, it’s about 1 in 5.

And once you account for population size, immigrants in every one of those four counties are more likely to be among the county's advanced-degree holders than their population share alone would predict.

As we look to build on our life-sciences concentration and keep our healthcare workforce strong, maintaining a steady pipeline of STEM talent is essential.


LIFTING CAPACITY = 600MT
BEAM WEIGHT = 450MT

PATENTS

PATENTS OVER TIME

Unique Utility Patents Granted, 5 County, 2015-2024

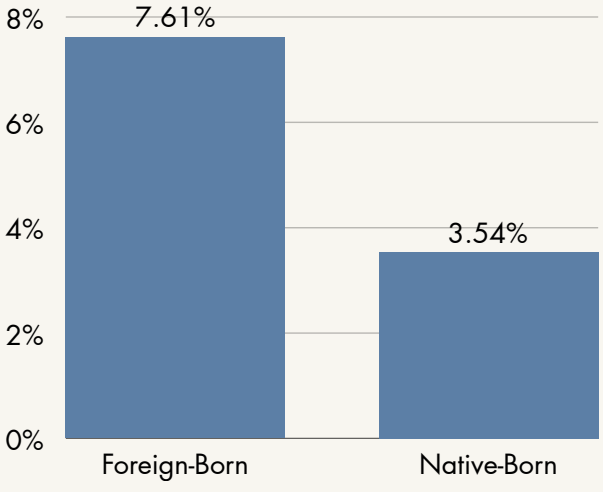
County	2001	2015	2024	Change, 2015–2024
Philadelphia	230	473	960	103.00%
Bucks	715	830	1203	44.90%
Chester	687	839	927	10.50%
Delaware	497	618	555	-10.20%
Montgomery	1009	1118	1382	23.60%

Source: Founding Patents dataset, accessed through Zenodo; underlying patent records from the U.S. Patent and Trademark Office (USPTO)

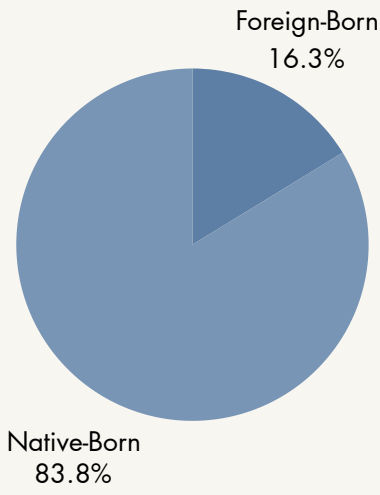
STEM OCCUPATIONS

EMPLOYMENT RATE & SHARE OF WORKERS

STEM Employment Rate by Nativity, Pennsylvania, 2024



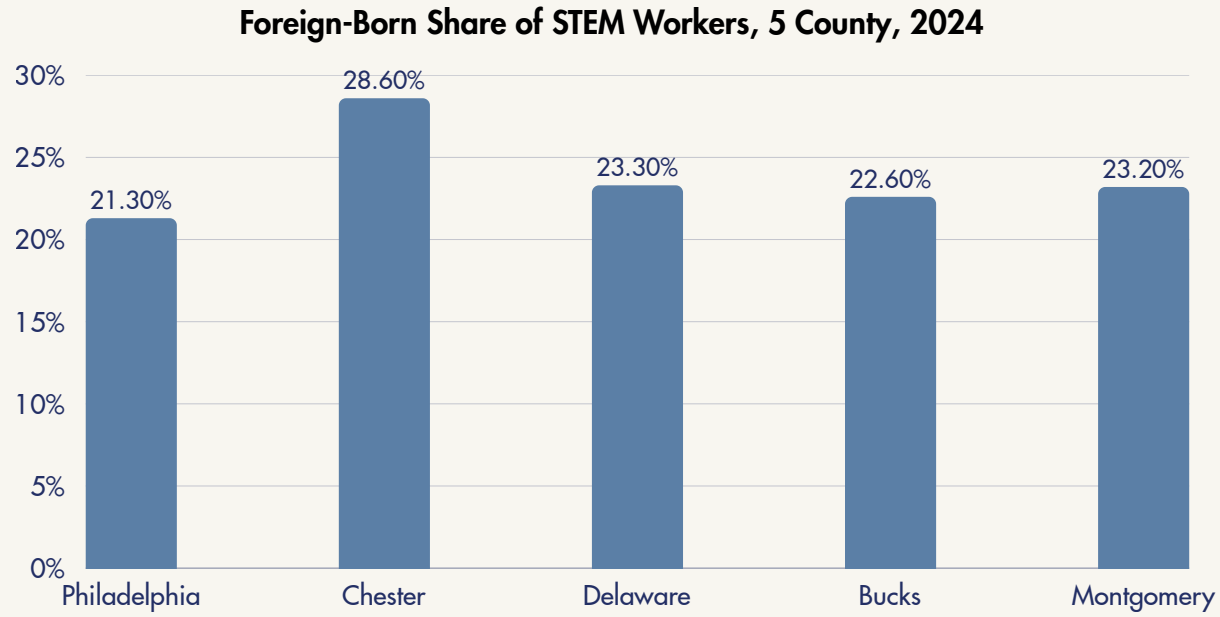
Share of STEM Workers by Nativity, Pennsylvania, 2024



Source: ACS 5-Year Estimates Public Use Microdata Sample (2024)

STEM OCCUPATIONS

EMPLOYMENT BY COUNTY



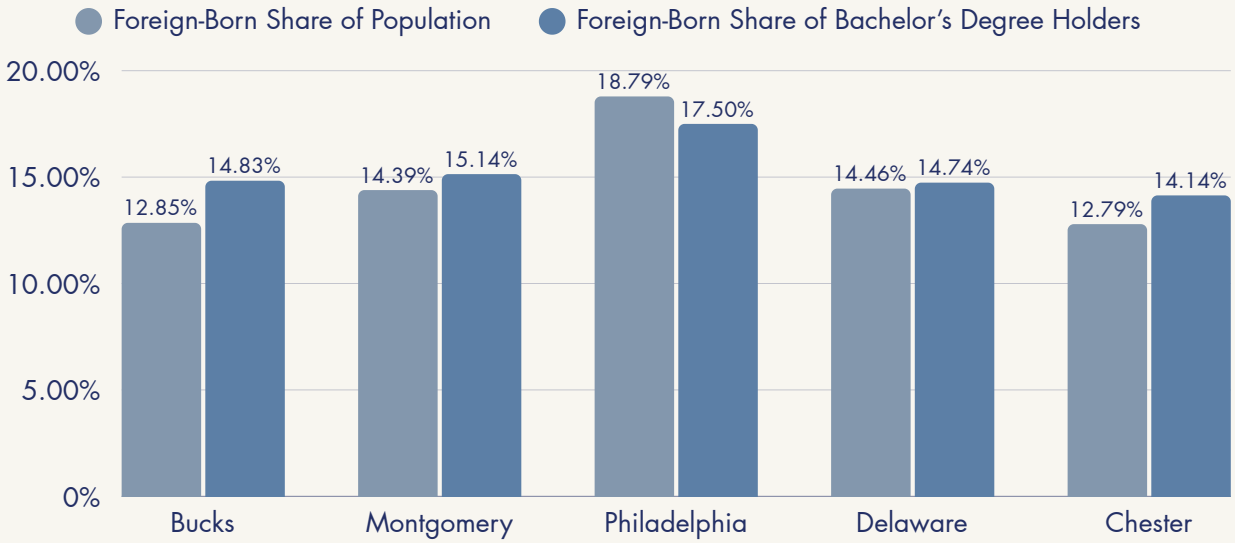
Source: ACS 5-Year Estimates Public Use Microdata Sample (2024)



ADVANCED DEGREES

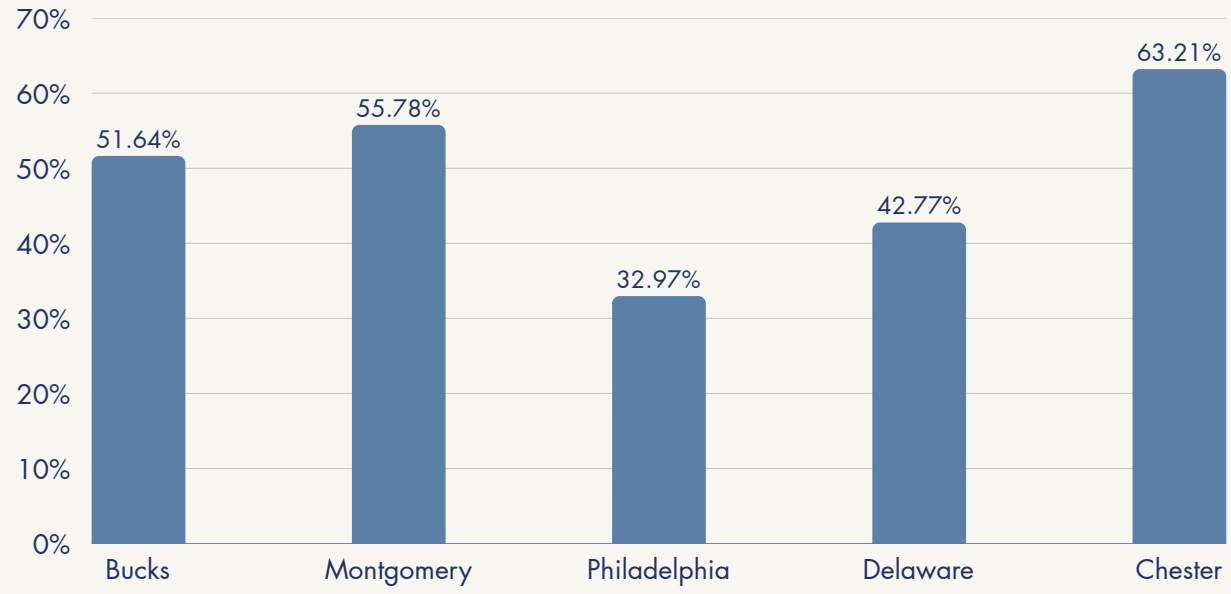
ADVANCED DEGREES BY COUNTY

Foreign-Born Share of Total Adults with a Bachelor's Degree or Higher



Note: *all estimates are based on the population age 25 years and over.*
Source: *U.S. Census Bureau. "Place of Birth by Educational Attainment in the United States." American Community Survey, ACS 5-Year Estimates Detailed Tables, Table B06009.*

Share of Foreign-Born Adults with a Bachelor's Degree or Higher, 5 County, 2024



Source: U.S. Census Bureau. "Place of Birth by Educational Attainment in the United States." American Community Survey, ACS 5-Year Estimates Detailed Tables, Table B06009.



THE TAKEAWAY

PATENTS, STEM & ADVANCED DEGREES

Immigrants work in STEM occupations at more than double the rate of native-born Pennsylvanians. They make up 16% of the state's STEM workforce, nearly twice their share of Pennsylvania's overall population. In Chester County, almost 1 in 3 STEM workers is an immigrant, despite immigrants making up only 1 in 8 of the county's overall workforce.

That concentration carries through to credentials. In every county, immigrants make up a bigger share of bachelor's-degree holders than they do of the general population.

A strong patent ecosystem can help move innovations from the lab into the marketplace. When the talent and capital needed for commercialization are available, patents can be licensed or sold, creating opportunities for corporate startups and spinouts. Over time, this process can diversify and strengthen the economic base.

These things together are the raw material of a regional innovation economy.



DEMAND



A strong immigrant community is protection first and economy second. It’s a network that already understands what you're selling, needs what you provide, and wants to spend where their culture is reflected. As that economy grows, the products, flavors, and businesses that start out serving one community end up reshaping what the whole region eats, buys, and expects.





CONSUMERS & GLOBAL CONNECTORS

Every immigrant household is also a customer that earns money, pays taxes, buys property, and spends in the communities where they live.

Across the five-county region, immigrant-headed households generate almost $30 billion in household income each year, leaving more than $20 billion in spending power after taxes.

That spending power looks different depending on where you live.

In Philadelphia the story is scale, with more than 114,000 immigrant-headed households and $7.3 billion in estimated spending power. In the suburbs, there are fewer immigrant households, but they actually tend to have higher incomes than their native-born neighbors.

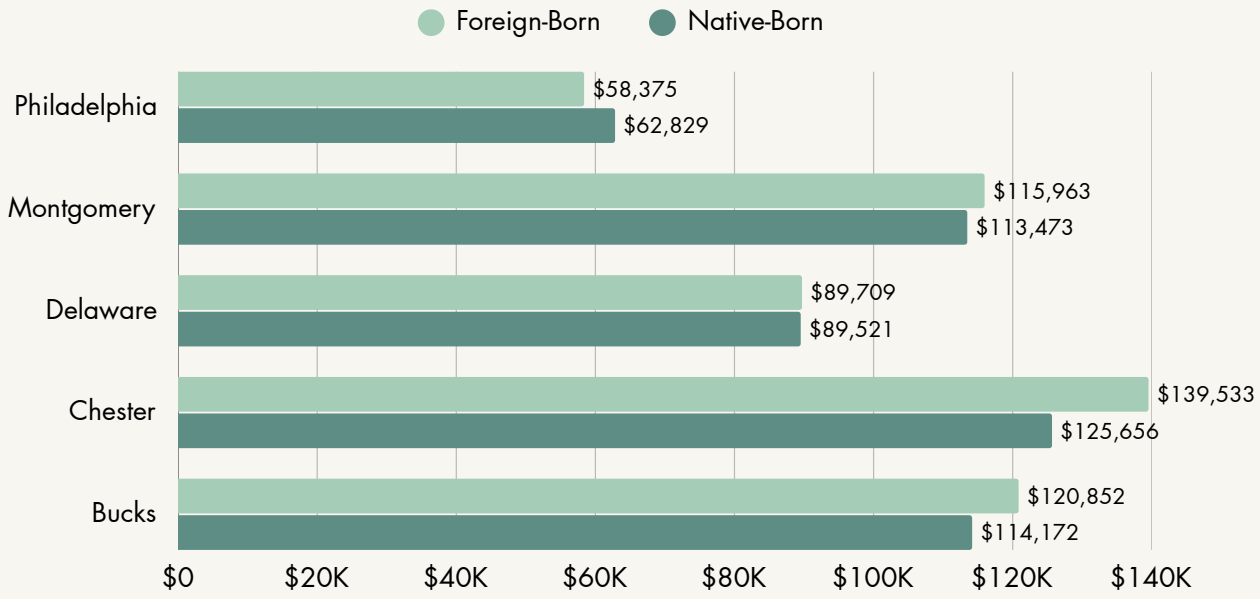
But these economic connections don't stop at the front door. People who live here are connecting Pennsylvania to new markets around the world. Philadelphia's African diaspora is a growing and dynamic part of that story. A closer look suggests an expanding network of trade facilitation, business development, and global market access.



SPENDING POWER

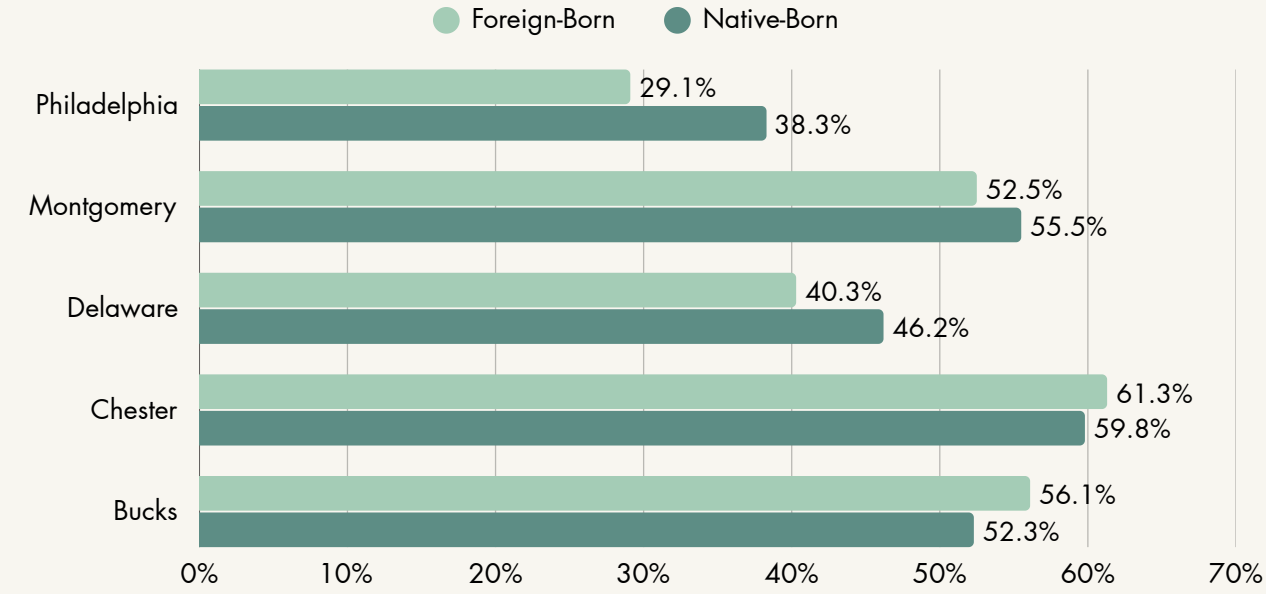
HOUSEHOLD INCOME

Median Household Income Before Taxes by Nativity, 5 County, 2024



Source: U.S. Census Bureau. "Selected Characteristics of the Native and Foreign-Born Populations." American Community Survey, 2024 ACS 5-Year Estimates Subject Tables, Table S0501

Household Income of $75K or More by Nativity, Five County, 2024



Source: U.S. Census Bureau. "Selected Characteristics of the Native and Foreign-Born Populations." American Community Survey, 2024 ACS 5-Year Estimates Subject Tables, Table S0501

SPENDING POWER

EARNINGS

Earning by Nativity, Bucks, Chester, Delaware, Montgomery, 2024

Measure	Native-Born	Foreign-Born	Gap
Households with Earnings	79.00%	88.00%	+9 pts
Median Household Income	$110,706	$116,514	$5,808
High Earners ($75K+)	53.50%	52.60%	-0.9 pts

NOTE: Figured by dropping Philadelphia and averaging Bucks, Chester, Delaware, and Montgomery.
Source: U.S. Census Bureau. "Selected Characteristics of the Native and Foreign-Born Populations." American Community Survey, 2024 ACS 5-Year Estimates Subject Tables, Table S0501

Spending Power, 5 County, 2024

Household income	Federal taxes	State/local taxes	Spending power
$29.34B	$5.97B	$2.73B	$20.64B

Source: Our analysis of U.S. Census Bureau 2024 ACS 5-Year PUMS; federal tax estimates based on Congressional Budget Office (CBO) effective tax rates; state and local tax estimates based on Institute on Taxation and Economic Policy (ITEP); methodology adapted from the American Immigration Council.

POPULATION-DRIVEN DEMAND

SAVED FROM DECLINE

Population Impact of Immigration by County, 2020-2025

County	Without Immigration	What Actually Happened
Bucks	Would have lost ~6,400 people	Instead grew by 1,276
Delaware	Would have lost ~7,900 people	Instead grew by 3,975
Chester	Would have grown by ~14,200 anyway	Grew even more to 22,687
Montgomery	Would have grown by ~8,900 anyway	Grew even more to 21,251
Philadelphia	Would have lost ~87,600 people	Immigration cut loss by two-thirds

Source: U.S. Census Bureau. County Population Totals and Components of Change: 2020–2025. Population Estimates Program. U.S. Department of Commerce.


Square
we're
OPEN

THE TAKEAWAY

SPENDING POWER & POPULATION-DRIVEN DEMAND

Work is only one way people contribute to an economy. What people do with the dollars they earn matters.

There are two distinct “immigrant income stories” in the region.

In suburban counties, immigrant households tend to have more earners and higher incomes than native-born households. In Chester and Bucks counties, immigrants are also more likely than native-born residents to be in households earning $75,000 or more. In Philadelphia, the pattern is reversed. Immigrant households earn less than native-born households and are less likely to be high earners.

The number of people matters, too.

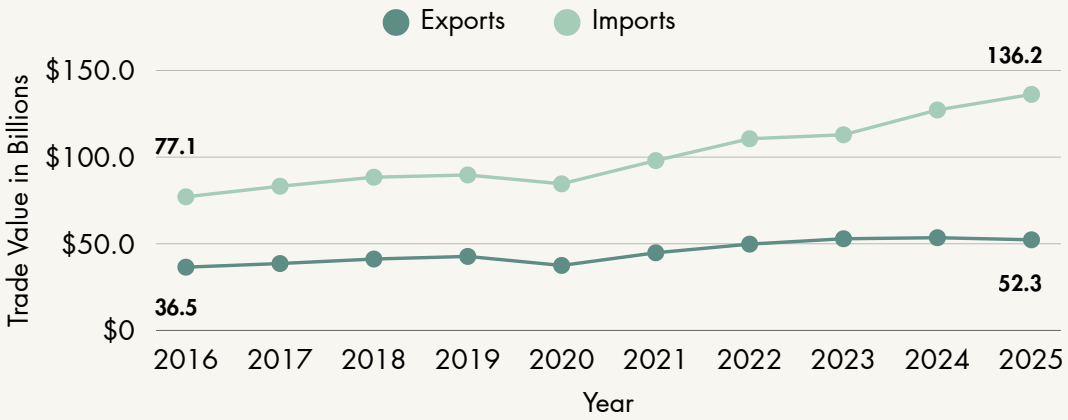
Without immigration, Bucks and Delaware counties would have lost population over the last five years. Immigrants have kept these counties from shrinking.

Population growth creates its own momentum. When people move to a place, they don’t just add to a census count. They buy homes and open businesses. They send their kids to school. They fill jobs and create new ones. Growth gives communities a sense that the future is for them.

TRADE-DRIVEN DEMAND

PENNSYLVANIA GLOBAL TRADE OVER TIME

Pennsylvania Global Imports and Exports, 2016 - 2025



Source: U.S. Census Bureau, Foreign Trade Division, USA Trade Online.

PENNSYLVANIA TRADE BY COUNTRY

Total Trade Value By Country, 2025 Top Ten

Rank	Country	Total Trade 2025	Compared to 2024
1	Canada	$27.4B	$29.1B
2	China	$12.6B	$20.0B
3	Germany	$11.4B	$9.59B
4	Taiwan	$11.4B	$1.66B
5	Mexico	$11.1B	$11.8B
6	Korea, South	$8.63B	$9.70B
7	Belgium	$7.70B	$6.18B
8	Vietnam	$7.48B	$4.68B
9	Ireland	$7.27B	$5.34B
10	France	$6.91B	$3.27B

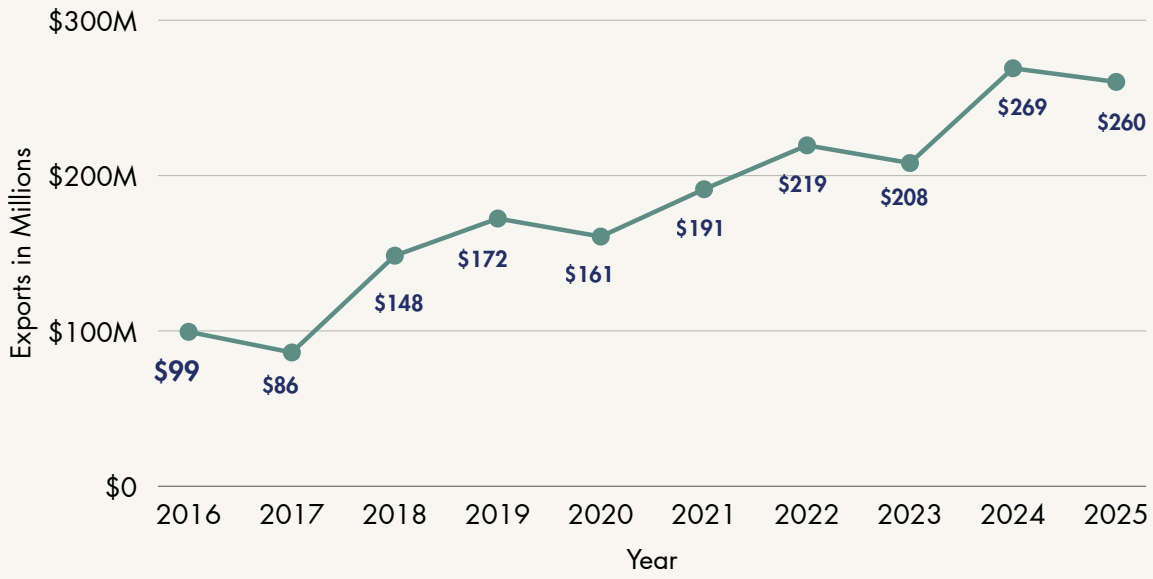
Source: U.S. Census Bureau, Foreign Trade Division, USA Trade Online.


HOT
PEPPERS

TRADE-DRIVEN DEMAND

WESTERN AFRICA EXPORTS

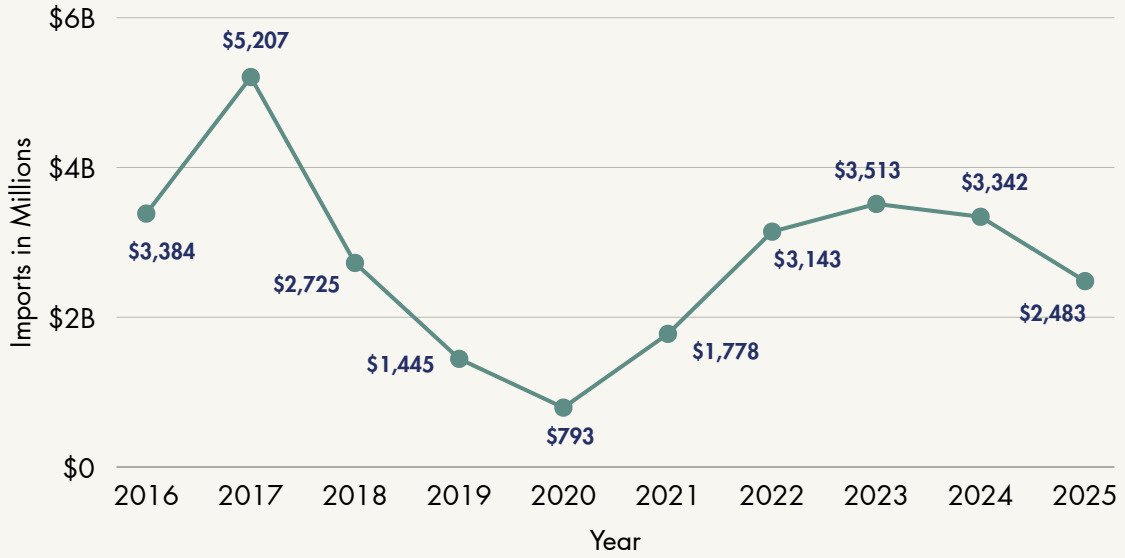
Exports To Western Africa, Pennsylvania, 2016 - 2025



Notes: "West Africa" follows the U.S. Census Bureau's regional classification and is not a designation created for this analysis.
Source: U.S. Census Bureau, Foreign Trade Division, USA Trade Online.

WESTERN AFRICA IMPORTS

Imports from Western Africa, Pennsylvania, 2016 - 2025

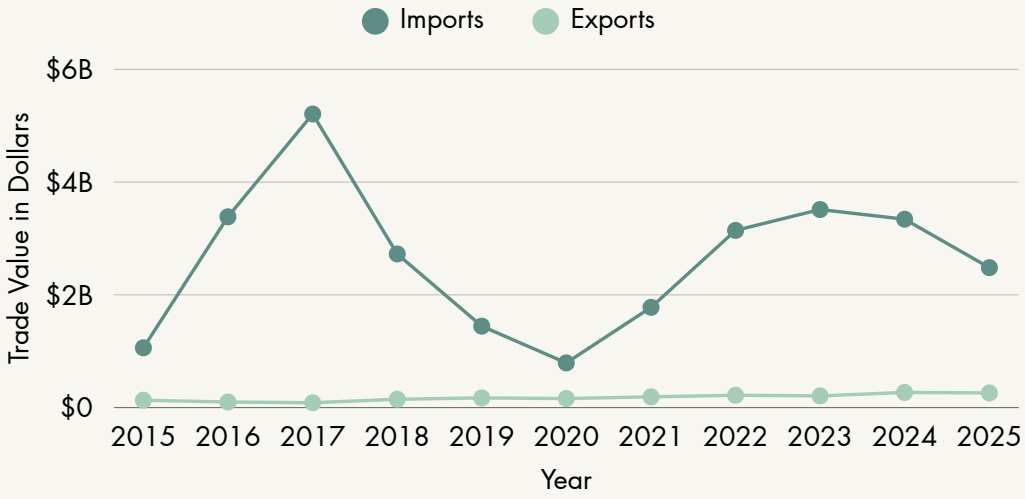


Notes: "West Africa" follows the U.S. Census Bureau's regional classification and is not a designation created for this analysis.
Source: U.S. Census Bureau, Foreign Trade Division, USA Trade Online.

TRADE-DRIVEN DEMAND

WEST AFRICA IMPORTS & EXPORTS

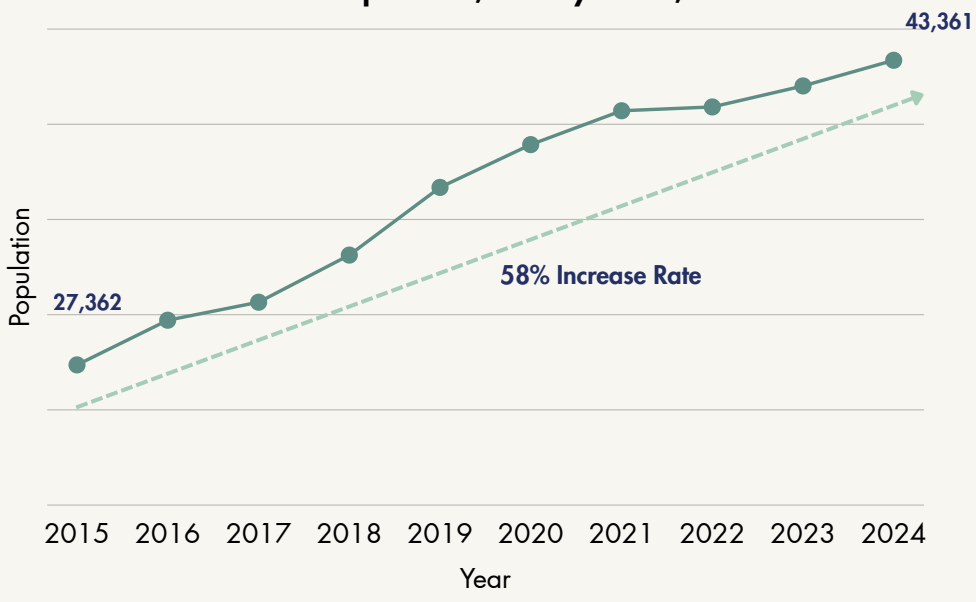
Imports & Exports from Western Africa, Pennsylvania, 2015 - 2025



Source: U.S. Census Bureau, International Trade Statistics, State Imports & Exports (State of Destination), 2015–2025.

WEST AFRICA POPULATION GROWTH

West African-Born Population, Pennsylvania, 2015 - 2024



Notes: "West Africa" follows the U.S. Census Bureau's regional classification and is not a designation created for this analysis.

Source: U.S. Census Bureau. "Place of Birth for the Foreign-Born Population in the United States." American Community Survey, ACS 1-Year Estimates Detailed Tables, Table B05006,


New Look
MEN
WOMEN
KIDS
New Look
MEN
WOMEN
KIDS
FASHION

THE TAKEAWAY

TRADE-DRIVEN DEMAND

Canada is Pennsylvania's largest trading partner among immigrant-origin countries, by a wide margin. China, Germany, and South Korea follow.

Pennsylvania trades with the world. That's a cosmopolitan economy, and it only stays that way if we stay open.

But what about the cultural and commercial district centered along Woodland Avenue in Southwest Philadelphia known as Africatown?

West Africa is certainly not Pennsylvania’s biggest trading partner. But a recent business database found only 6% of more than 280 storefronts on Woodland Avenue were vacant. That’s lower than almost any other neighborhood in the city.

What may look like a small blip in the data is an impressive economic and neighborhood story on the ground. Africatown is becoming a commercial corridor for everyone, powered by the people that live there.

These things are not happening separately. People, trade, work, and growth are connected. The lesson of Africatown is that hardy and dynamic economic growth doesn't need to arrive from the outside. But an open, connected economy gives it room to grow.



TALENT & LABOR



When we came to this country my dad raised me with a strong work ethic and a real sense of pride in being here. We wanted to do our part as Americans. I think that's where my drive to participate comes from. When I see something that isn't working, my instinct isn't to accept it—it's to ask, 'How can we make it better?'





WHO'S WORKING & WHERE?

Immigrants are helping Pennsylvania meet labor demand at both ends of the economy.

In Philadelphia, immigrants make up 19% of the employed labor force. In the suburbs, they are disproportionately represented in STEM careers. They make up nearly 29% of Chester County's STEM workforce despite being just 13% of its overall labor force.

The picture is less about one kind of immigrant worker than about a workforce that plays many roles in our economy. Immigrants are working in the frontline jobs that keep communities running, and they're filling the engineering, technical, research, and professional roles that keep Pennsylvania modern and competitive. Plus everything in between.

Pennsylvania's workforce has barely grown among people born here. But it's grown by more than 150% among immigrants since 1990. From everyday labor-force participation to the state's H-1B visa pipeline, the immigrant workforce is already woven into how Pennsylvania works and into some of the region's best-known employers.

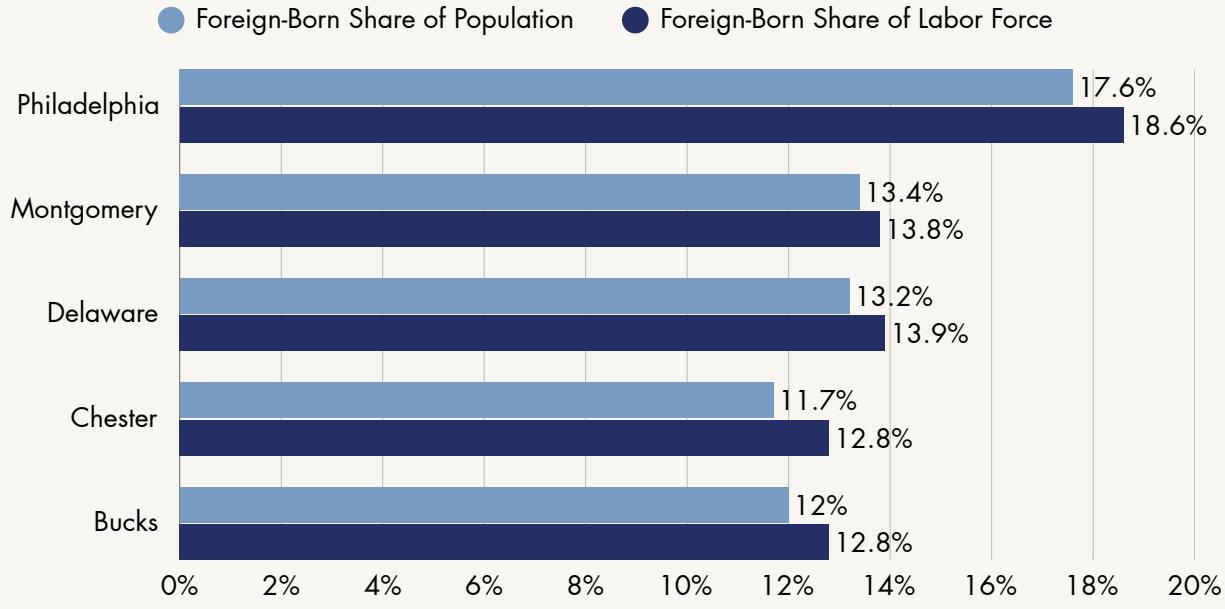

WELCOME

WORKFORCE PRESENCE

LABOR FORCE PARTICIPATION



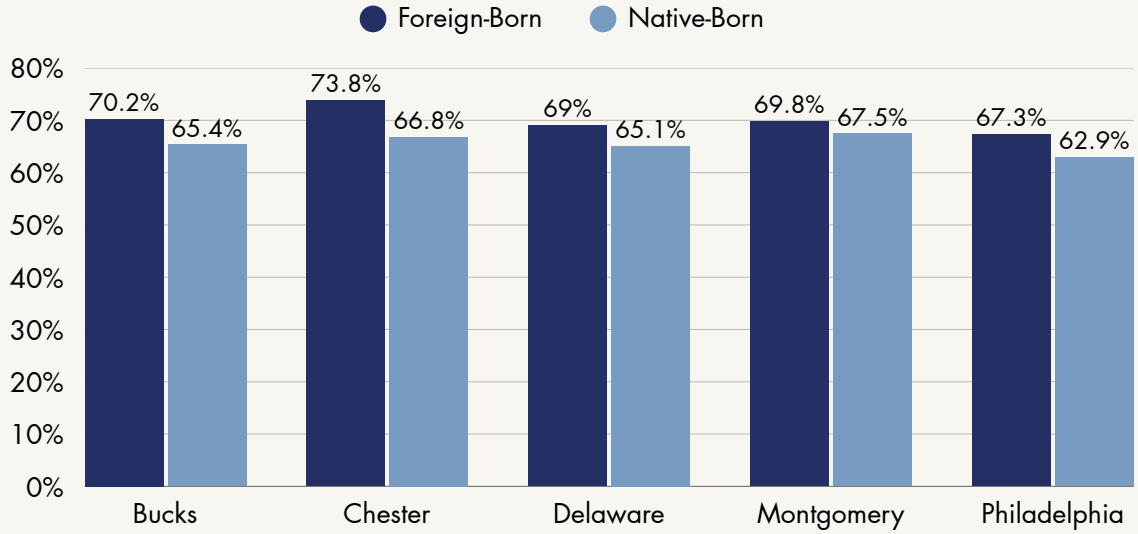
Immigrant Share of Labor Force vs. Population, 5 County, 2024



Note: Ages 16+ **Source:** U.S. Census Bureau. "Selected Characteristics of the Native and Foreign-Born Populations." American Community Survey, 2024 ACS 5-Year Estimates Subject Tables, Table S0501

WORKFORCE PRESENCE

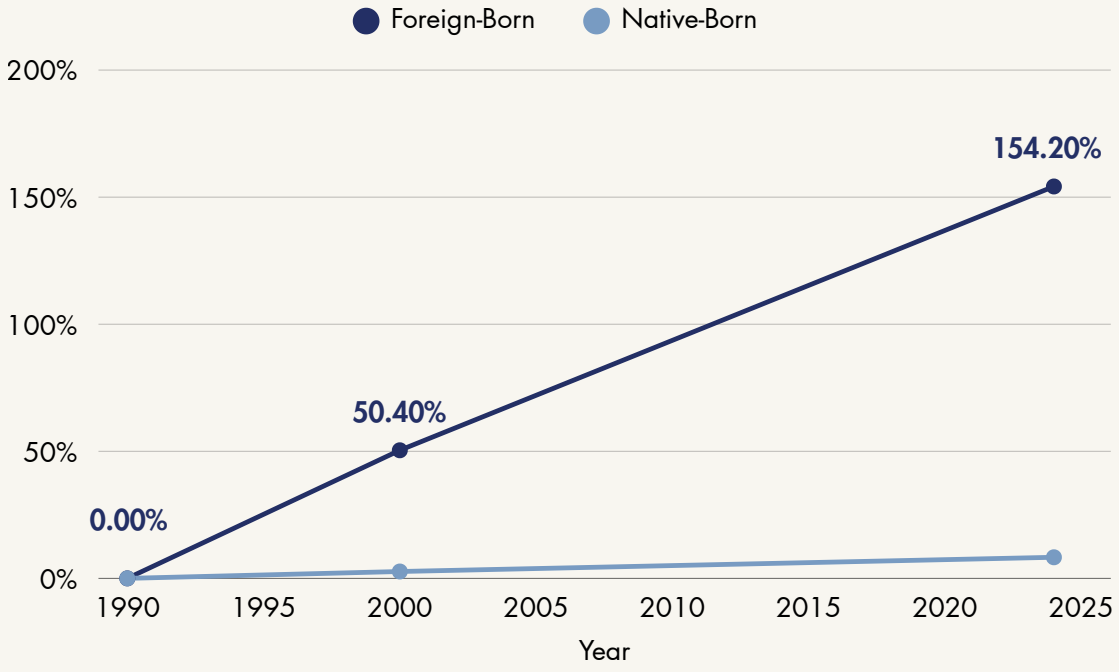
Labor Force Participation Rate by Nativity, 5 County, 2024



Source: U.S. Census Bureau. "Selected Characteristics of the Native and Foreign-Born Populations." American Community Survey,2024 ACS 5-Year Estimates Subject Tables, Table S0501

LABOR FORCE GROWTH OVER TIME

Growth Rate in Employment by Nativity, Pennsylvania, 1990–2024

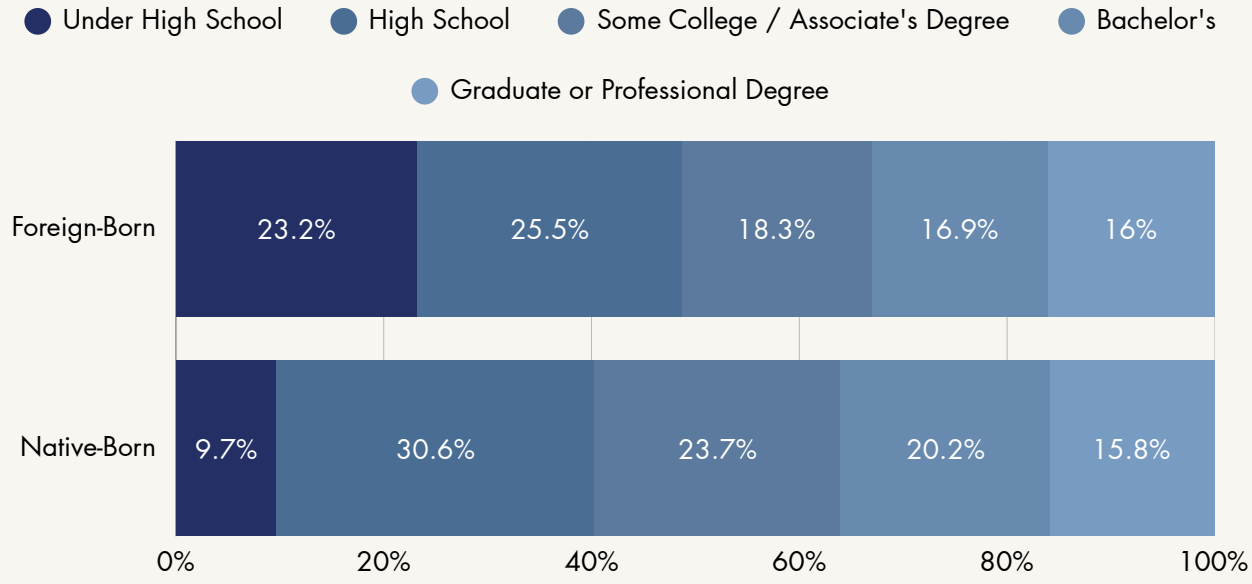


Source: Migration Policy Institute (MPI) Data Hub, State Immigration Data Profiles.

TWO ENDS OF THE WORKFORCE

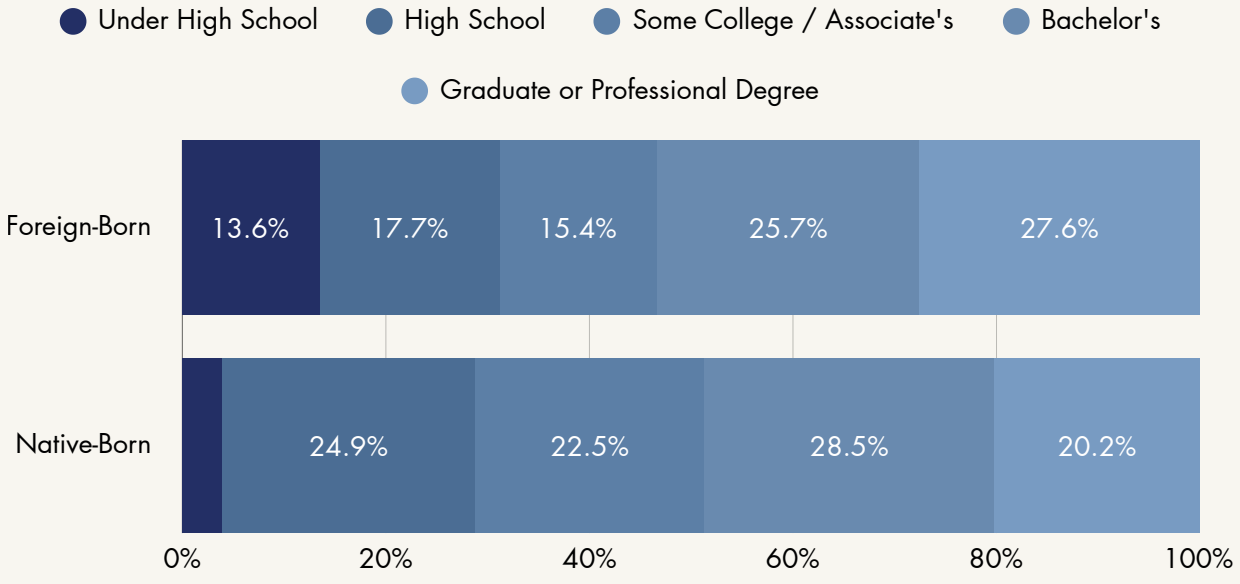
EDUCATION DISTRIBUTION

Educational Attainment Distribution by Nativity, Philadelphia, 2024



Source: U.S. Census Bureau. "Selected Characteristics of the Native and Foreign-Born Populations." American Community Survey, ACS 5-Year Estimates Subject Tables, Table S0501

Educational Attainment Distribution by Nativity, 4 County, 2024



Source: U.S. Census Bureau. "Selected Characteristics of the Native and Foreign-Born Populations." American Community Survey, ACS 5-Year Estimates Subject Tables, Table S0501

THE TAKEAWAY

WORKFORCE PRESENCE & DISTRIBUTION

Immigrants are almost the entire reason the state population has grown since 1990.

Population growth leads to more workers, which leads to more business, which brings more investment, leading to more jobs and more people coming here. Immigrants offer us a growth feedback loop that can carry everyone.

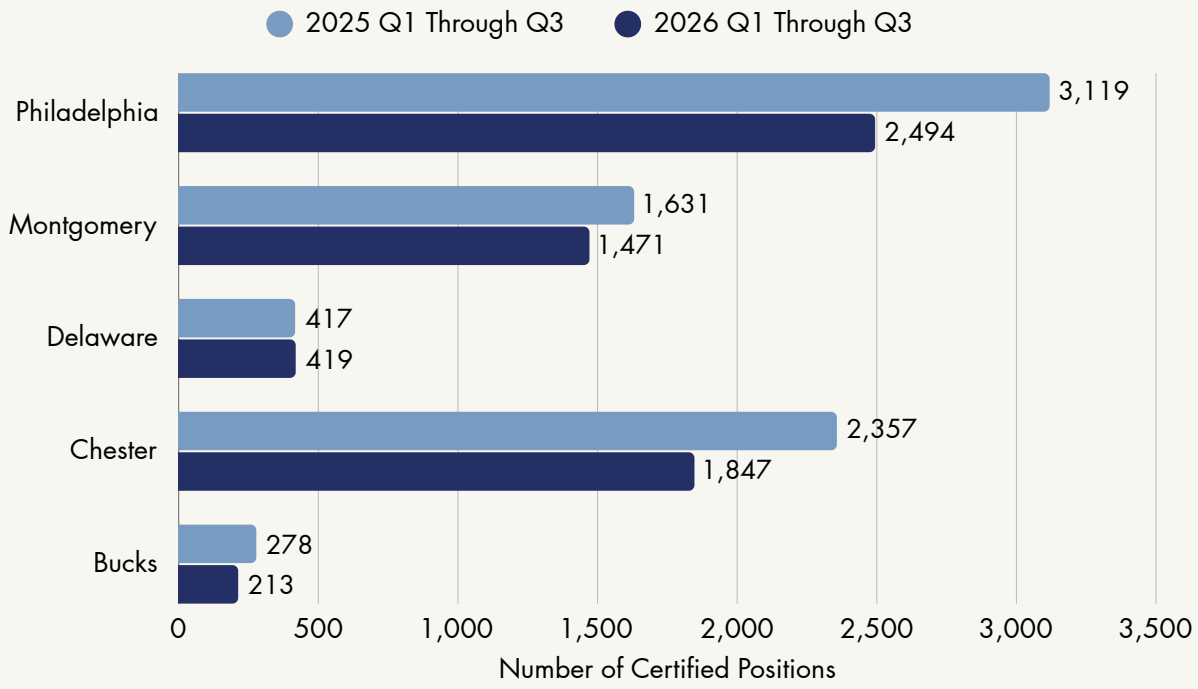
Immigrants participate in the labor force at a higher rate than native-born residents in every county. The gap is widest in Chester County, at 7 points. Our region's workforce challenge is fundamentally a demographic one. We need a younger generation of workers to replace those aging out of the labor force, and immigrants are already helping fill that gap.

And they are working in all sorts of jobs. Immigrants in Philadelphia are more likely than native-born residents to have less than a high school diploma. At the graduate level, the two groups are nearly even. They're spread across the entire spectrum, same as everyone else.

THE SKILLS PIPELINE

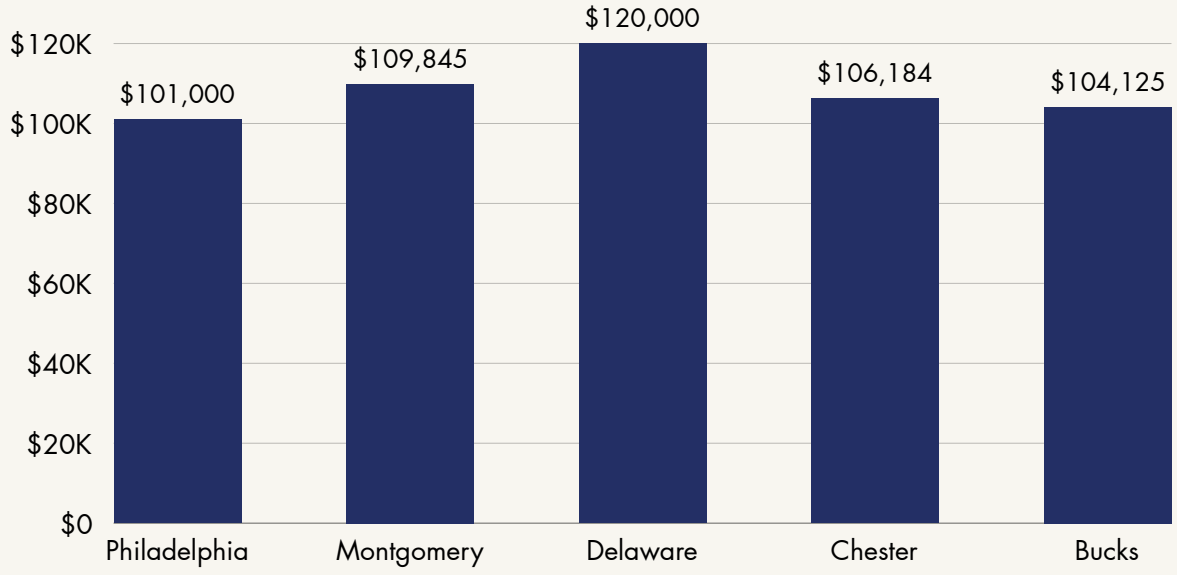
H-1B POSITIONS

H-1B-Certified Job Positions 2025 & 2026



Source: U.S. Department of Labor, Office of Foreign Labor Certification, Performance Data: LCA Disclosure Data, FY2025 and FY2026

Median Annualized Salary for Certified H-1B Positions, 5 County, 2025



Source: U.S. Department of Labor, Office of Foreign Labor Certification, Performance Data: LCA Disclosure Data, FY2025.

THE SKILLS PIPELINE

Combined Top 10 H-1B Occupations, 5 County, FY2025

Rank	Occupation Category	H-1B Positions
1	Software Developers	721
2	Computer Systems Analysts	118
3	Software Quality Assurance Analysts and Testers	117
4	Computer Systems Engineers/Architects	111
5	Information Technology Project Managers	107
6	Data Scientists	71
7	Medical Scientists, Except Epidemiologists	70
8	Computer and Information Systems Managers	66
9	Computer Programmers	51
10	Operations Research Analysts	42

Note: *only Certified positions included*
Source: *U.S. Department of Labor, Office of Foreign Labor Certification, Performance Data: LCA Disclosure Data, FY2025.*

H-1B EMPLOYERS

Top 10 H-1B Employers, 5 County, FY2025

Rank	Occupation Category	H-1B Positions
1	Trustees of the University of Pennsylvania	116
2	Deloitte Consulting	101
3	Comcast Cable Communications	79
4	The Vanguard Group	57
5	Infosys	56

Note: *Only Certified positions included*
Source: *U.S. Department of Labor, Office of Foreign Labor Certification, Performance Data: LCA Disclosure Data, FY2025.*



THE TAKEAWAY

THE SKILLS PIPELINE

This data represents more than “Tech.”

Behind the numbers are specialized roles supporting patient care, biomedical research, technology, engineering and more. In Montgomery County alone, 40 certified H-1B positions were for physical therapists. In Philadelphia, medical scientists ranked among the top H-1B occupations. These are the jobs H-1B workers are doing right here in our backyard.

The H-1B workforce is broad and multifaceted, filling specialized roles across several of the region’s major economic sectors. Our life-sciences ecosystem employs more than 100,000 people across more than 3,000 companies and research institutions.

Philadelphia and Chester County together account for two-thirds of the region's H-1B certified positions. These positions carry substantial wages. Delaware County has the region’s highest median H-1B salary at $120,000, while Philadelphia’s is $101,000.

That makes H-1B immigration more than a workforce story. Making it harder for workers to obtain or renew legal status could have consequences for the businesses and institutions that rely on that talent.

THE WELCOMING CENTER

Founded in 2003, The Welcoming Center supports immigrants as neighbors and leaders. From our hometown of Philadelphia, The Welcoming Center has adapted to offer a more specialized range of programs to more immigrants throughout the region. What started as a much-needed service provider has grown into one of the country's most comprehensive immigrant-integration models.

Through business coaching, workforce development, civic leadership training, and contextualized English instruction, we support immigrants and native-born residents to know each other better and build stronger communities together.





THIS REPORT IS DEDICATED TO PENNSYLVANIA
AND THE IMMIGRANTS WHO CALL IT HOME.