OHIO COMMON GROUND RESEARCH CENTER
OCG White Paper

White Paper No. 028 · Tracking ID RL-2026-055 · Version 1.0

Who Staffs Ohio? H-1B Sponsors in Ohio's Economy and State Government, 2021–2026

Prepared by the Ohio Common Ground Research Center

Published November 18, 2026

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Suggested Citation

Ohio Common Ground Research Center. White Paper No. 028: Who Staffs Ohio? H-1B Sponsors in Ohio's Economy and State Government, 2021–2026. Tracking ID RL-2026-055, Version 1.0. Dublin, Ohio: Ohio Common Ground, November 18, 2026.

Publication Record

Series: OCG White Paper

Tracking ID: RL-2026-055

Version: 1.0 (see Revision History)

Publication date: November 18, 2026

Prepared by: Ohio Common Ground Research Center

Review: Internal editorial review; a separate fact-check of every figure against the analysis files; hand verification by Ohio Common Ground of the headline figures, the Part II vendor matches and the State of Ohio payment totals against the original federal and state records; and external peer review. Every correction adopted from review was verified against the primary records before adoption.

Update cadence: Version 1.1 will be issued when the Ohio Department of Administrative Services completes its response to the records request described in Section 14, or 60 days after OCG's follow-up request, whichever comes first. The next U.S. Department of Labor quarterly disclosure file will be added at the same time.

Companion dataset: The aggregate tables, the 39,428-record LCA file, the national state rankings and the vendor-match key behind this report are published with it on the Ohio Common Ground white papers page. The dataset contains no names of individual workers and no per-person pay or bill rates. The Technical Appendix describes the methods.

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Executive Summary

This report describes who sponsors H-1B workers in Ohio and how the State of Ohio buys contract information-technology (IT) labor from those same firms. It draws on three primary sources. The first is the U.S. Department of Labor's public disclosure file of Labor Condition Applications (LCAs), the wage attestation every employer must file before sponsoring an H-1B worker. The second is the Ohio Checkbook record of state payments. The third is the contract file and engagement records for the state's IT staffing program (OH ITSA), released by the Ohio Department of Administrative Services (DAS) in response to an OCG public records request.

Part I covers the statewide picture for federal fiscal years 2023 through the first nine months of 2026. Ohio employers filed 39,428 certified H-1B LCAs with an Ohio primary worksite in that period. That is about 2.1% of the national total, and Ohio ranked 14th among the 50 states and the District of Columbia each year. The filings fall into four distinct markets with very different wage profiles: IT outsourcing and staffing firms, corporate employers, hospitals, and universities. IT outsourcing and staffing firms filed 35% of the LCAs. They offered a median of exactly the prevailing wage they attested to, and 74% of their offers were below the local median wage for the same occupation.

Part II covers the state as a buyer. The released OH ITSA engagement records show at least $306.5 million in approved timesheet spending on engagements of 1,651 contract IT workers supplied by 192 firms to 39 state agencies. Sixty-two of those firms are confirmed, by matching addresses or company email domains, as having filed H-1B LCAs for Ohio worksites; their engagements account for 66% of the recorded spending. The records do not show the visa status of any individual worker, and the contract contains no H-1B-specific terms. This report therefore describes the firms, not the workers.

The date range in the title is the span of the state records: the OH ITSA contract was signed in May 2021 and its engagement records reach back to July 2021. The federal LCA data cover federal fiscal years 2023 through June 2026, and the Checkbook data cover state fiscal years 2023 through 2026. LCA counts measure employer filings, not employment, so the decline in FY2026 filings described in Section 7 is a change in filing activity, not a measured change in the number of H-1B workers.

This is a Research Center product. It is descriptive, not prescriptive. It documents what the federal and state records show, and it states plainly where those records stop short of a fuller answer. It does not recommend any immigration, procurement, or labor policy.

Key Findings

- Ohio employers filed 39,428 certified H-1B LCAs with an Ohio primary worksite from federal FY2023 through June 2026: 10,034 in FY2023, 10,424 in FY2024, 10,909 in FY2025 and 8,061 in the first nine months of FY2026.
- Ohio's H-1B activity is four markets, not one. Corporate employers filed about 50% of LCAs, IT outsourcing and staffing firms 35%, hospitals and health systems 8%, and universities 7%.
- IT outsourcing and staffing firms, an OCG category defined in Section 3, offered a median of 1.00 times the prevailing wage they attested to, the legal minimum. Banks offered 1.12 times, and Big 4 and strategy consulting firms 1.26 times. Of outsourcing-firm offers, 74% were below the local median for the same occupation, compared with 24% for banks and insurers.

- 69% of IT outsourcing and staffing LCAs place the worker at a third-party client's site. The most-named end clients are JPMorgan Chase, Honda, Fifth Third Bank, Kroger, and the State of Ohio and other Ohio public entities (565 LCAs from 254 firms).
- Comparing the same October–June window, certified Ohio LCA filings fell 7.2% from FY2025 to FY2026. Several of the largest outsourcing filers fell sharply: Tata Consultancy Services by 54%, Cognizant by 38%, LTIMindtree by 65% and HCL by 56%. Infosys rose 11% and Capgemini 24%.
- The released OH ITSA records show at least $306.5 million in approved timesheet spending on engagements of 1,651 contract IT workers from 192 firms. Engagements through the 62 firms confirmed as Ohio H-1B LCA filers account for 66% of that spending ($201.7 million) and 65% of the workers. Thirty of those firms are classified as H-1B-dependent; their engagements account for 44% ($133.6 million). The records do not show the immigration status of any of the workers.
- Firms listed in the Minority Business Enterprise (MBE) contract tier on the state's January 2025 OH ITSA vendor list account for $212.1 million of the recorded spending. Of that, 79% was through firms confirmed as Ohio H-1B LCA filers.
- The OH ITSA contract requires each worker to be eligible to work in the United States and to work from a U.S. location. No H-1B or visa-specific term was found in the released contract documents, and the engagement records do not record visa status.
- In an exploratory firm-level comparison, for the 34 confirmed firms that also filed LCAs naming an Ohio public end client, the median offered wage on those LCAs equals 57% of the annualized hourly rate the state pays them, net of the 1.54% managed-service fee. The comparison is not matched worker to worker and is not a measure of margin (Section 13).
- Six categories of requested records remain outstanding, including MBE utilization reports and subcontracting approvals. They are listed in Section 14.

1. Purpose

Public debate about the H-1B visa program tends to run on national figures and individual anecdotes. This report asks a narrower, Ohio-specific question that can be answered from public records: which employers sponsor H-1B workers in Ohio, what do they offer to pay, where are the workers placed, and how much of the State of Ohio's own contract IT spending goes to firms that sponsor H-1B workers?

Part I describes Ohio's H-1B landscape using the Department of Labor's LCA disclosure data, benchmarked against Bureau of Labor Statistics wage data for the same occupations and metro areas. Part II describes the State of Ohio as a buyer, using Ohio Checkbook payments and the OH ITSA records released by DAS. Federal fiscal years run October 1 through September 30; Ohio's state fiscal years run July 1 through June 30, so state FY2023–2026 is July 1, 2022 through June 30, 2026. The two parts use different sources and answer different questions. They are kept separate so a reader can see which source supports which figure.

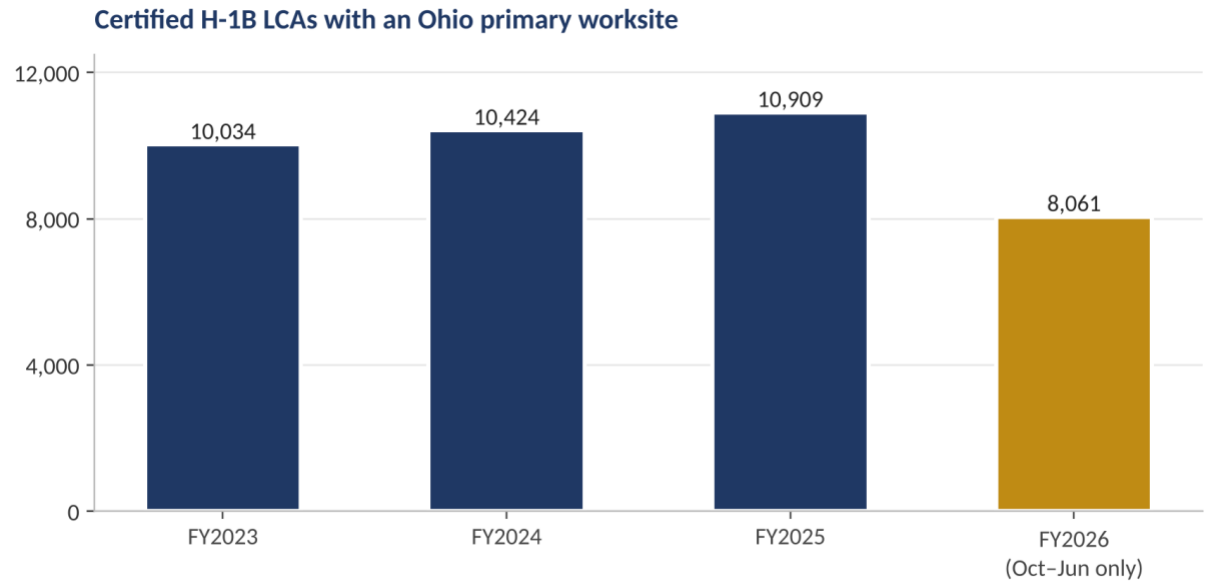
Two terms are used carefully throughout. A Labor Condition Application (LCA) is a wage attestation, not a visa, a hire, or a job. An employer must have a certified LCA before it can petition for an H-1B worker. One LCA can cover more than one position, and some certified LCAs are never used. LCA counts therefore measure employer demand and intent, not the number of H-1B workers in Ohio. Second, in Part II this report refers to "firms that file H-1B LCAs" or "H-1B sponsors." It does not refer to "H-1B contractors," because the state's records do not show whether any individual worker placed with an agency holds an H-1B visa.

PART I — OHIO'S H-1B LANDSCAPE

This part uses the U.S. Department of Labor's LCA disclosure data: every certified H-1B LCA whose primary worksite is in Ohio, federal fiscal years 2023 through June 30, 2026. Wage benchmarks are from the Bureau of Labor Statistics Occupational Employment and Wage Statistics (OEWS), May 2025.

2. Scale and Trend

Ohio's certified H-1B LCAs ran between about 10,000 and 11,000 a year in FY2023 through FY2025. The FY2026 figure covers only October through June, the most recent quarter the Department of Labor has published. Across the period, Ohio accounted for about 2.1% of certified H-1B LCAs nationally and ranked 14th among the 50 states and the District of Columbia in every year, behind Michigan and ahead of Arizona each year.



Source: U.S. DOL OFLC LCA disclosure data; OCG Research Center analysis. FY2026 covers nine months (Oct–Jun).

Measure	FY2023	FY2024	FY2025	FY2026 (Oct–Jun)
Certified H-1B LCAs	10,034	10,424	10,909	8,061
Worker positions requested	12,587	12,161	15,133	12,569
Distinct employers	2,306	2,529	2,635	2,370
Median offered wage	$95,098	$96,574	$100,547	$101,899
Share at DOL wage Level I or II	59%	62%	60%	56%
Share placed at a third-party client site	34%	33%	31%	29%
Share filed by H-1B-dependent employers	40%	37%	33%	31%

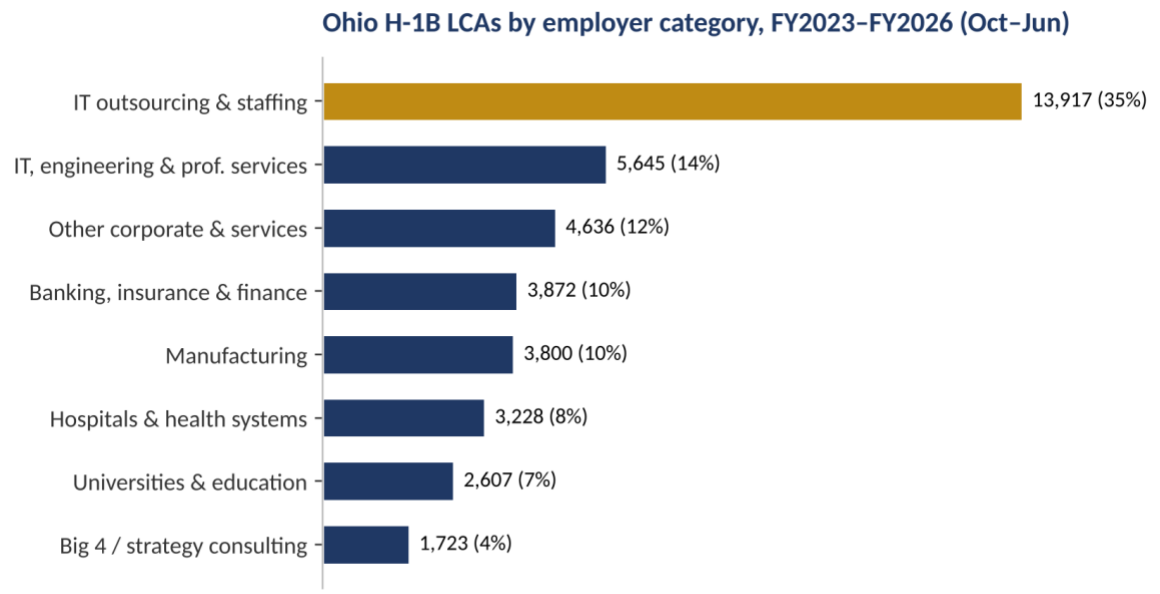
Federal fiscal years run October through September. LCAs are counted once each (deduplicated on case number) and assigned to a fiscal year by decision date. "Worker positions requested" is the total number of positions the LCAs cover; it

is not a count of workers hired. FY2026 is nine months and should not be compared directly with full years; Section 7 compares like periods. The H-1B-dependent row uses OCG's employer-level classification (Section 3); the share of LCAs on which the employer itself checked the dependency box is nearly identical (39%, 37%, 33% and 31%). National rank and share are computed from the national disclosure files on a comparable basis (certified H-1B cases by worksite state, without cross-quarter deduplication); the full state table is in the companion dataset.

Two longer-run shifts are visible even before FY2026. The share of LCAs placing workers at a third-party client site fell from 34% to 29%, and the share filed by H-1B-dependent employers fell from 40% to 31%. Under federal law, an H-1B-dependent employer is one whose H-1B workers make up at least a set share of its U.S. workforce, with thresholds that vary by employer size. Employers attest to that status on each LCA; the Department of Labor does not verify it. This report does not observe any employer's workforce and relies on those attestations, as described in Section 3.

3. Four Markets, Eight Categories

Every employer was assigned to one of eight categories, using its industry code and its name. The categories group into four markets that hire for different reasons and pay on different scales. Outsourcing firms supply staff to other companies. Corporate employers hire for their own operations. Hospitals hire physicians, researchers and clinical staff. Universities hire faculty and researchers, often in positions exempt from the annual H-1B cap.



Source: U.S. DOL OFLC LCA disclosure data; OCG categorization (see Section 3). n = 39,428.

Category	LCAs	Share	Median offered wage	Level I or II	Third-party placement
IT outsourcing & staffing	13,917	35%	$93,600	76%	69%
IT, engineering & professional services	5,645	14%	$96,575	63%	37%
Other corporate & services	4,636	12%	$115,000	46%	1%
Banking, insurance & financial services	3,872	10%	$127,500	23%	<1%
Manufacturing	3,800	10%	$104,269	45%	<1%
Hospitals & health systems	3,228	8%	$87,500	56%	11%
Universities & education	2,607	7%	$67,824	75%	<1%
Consulting & accounting (Big 4 / strategy)	1,723	4%	$123,000	48%	29%
All Ohio	**39,428**	**100%**			

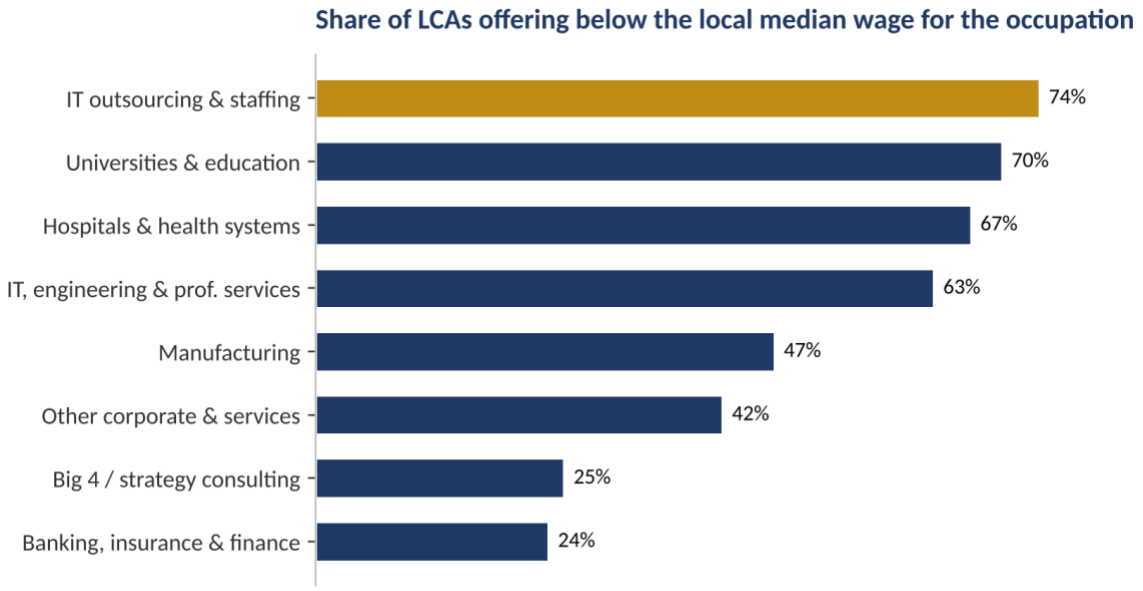
FY2023–FY2026 (Oct–Jun). Categories are an OCG classification. "IT outsourcing & staffing" consists of IT and professional-services employers that attested H-1B dependency on 50% or more of their own Ohio LCAs; non-dependent IT firms are in the second row. The "corporate" market is rows 2 through 5 plus Big 4 and strategy consulting. Median wages are for full-time positions with a valid annual wage.

The 50% threshold resolves the small number of employers whose attestations differ from one LCA to the next: of 1,637 employers that attested dependency at least once, 170 (2,151 LCAs) did not attest it on every LCA. The result is not sensitive to the threshold. Classifying an employer as dependent if it attested even once would put 37% of Ohio LCAs in the outsourcing category; requiring attestation on every LCA would put 31% there. Under either alternative, 73% to 74% of the category's offers fall below the local median, against 74% under the 50% rule, and the median offer stays at 1.00 times the prevailing wage.

The largest single filers reflect this mix. Over the period, Cognizant (1,670 LCAs) and Tata Consultancy Services (1,660) led the outsourcing market. JPMorgan Chase (1,408) led corporate filers. The Ohio State University (705) and the Cleveland Clinic (658) were the largest university and hospital filers.

4. Wages Against Two Benchmarks

An LCA records two wage figures: the wage the employer offers and the prevailing wage it attests to. The prevailing wage is set at one of four Department of Labor levels, from Level I (entry) to Level IV (fully competent), for the occupation and area. The law requires the offered wage to equal or exceed the prevailing wage. This report compares the offer against the prevailing wage and, separately, against the BLS local median wage for the same occupation and metro area, which does not depend on the level the employer selects. Each ratio is computed LCA by LCA, and the tables report the median of those individual ratios, not a ratio of two medians.



Source: DOL LCA data FY2025–FY2026 (Oct–Jun), full-time positions; BLS OEWS May 2025 metro/statewide medians. n = 18,386.

Category	Offered ÷ prevailing (median)	Offered ÷ local median (median)	Below local median	Below local 25th percentile	Level I or II (FY2025–26)
IT outsourcing & staffing	1.00	0.88	74%	19%	74%
IT, engineering & professional services	1.01	0.89	63%	25%	62%
Manufacturing	1.05	1.02	47%	19%	46%
Other corporate & services	1.09	1.06	42%	14%	47%
Banking, insurance & financial services	1.12	1.15	24%	5%	24%
Hospitals & health systems	1.18	0.86	67%	36%	56%
Universities & education	1.23	0.84	70%	40%	76%
Consulting & accounting (Big 4 / strategy)	1.26	1.19	25%	6%	47%
All Ohio	**1.04**	**0.95**	**57%**	**20%**	**58%**

FY2025–FY2026 (Oct–Jun) full-time LCAs with an offered wage between $25,000 and $1,000,000, matched to BLS OEWS May 2025 by six-digit occupation code and metro area (Ohio statewide where no metro figure exists); 18,386 LCAs matched. For 71 records where BLS publishes a top-coded median, the top-code floor ($239,200) is used, which understates those medians. Of the 18,970 FY2025–26 LCAs, 584 are not in the matched set: 302 are part-time or outside the wage range, and 282 are in occupations without a BLS estimate for the area. Coverage is 99% for outsourcing firms and 87% for hospitals, where most unmatched records are clinical laboratory and specialty-physician positions. The Level I or II column covers all 18,970 LCAs.

The table shows three distinct patterns. Outsourcing firms offer at the prevailing-wage floor, and three-quarters of their LCAs are at Levels I and II, so three in four of their offers fall below what the median worker in the same occupation earns locally. Whether a given level fits a given job cannot be judged from the LCA data. Banks and the Big 4 offer well above the floor and above the local median. Hospitals and

universities offer above their attested prevailing wage but below the local median. That reflects the positions they fill: postdoctoral researchers, medical residents and research scientists, often in cap-exempt positions with research-institution wage rules, compared against an occupational median that includes senior practitioners.

> ***A comparison to the local median is not a finding that any worker is underpaid. Entry-level workers in every labor market earn less than the occupational median, and the comparison does not control for experience, specialized skills or education within an occupation. It describes where H-1B offers sit in the local wage distribution, by type of employer.***

5. Where Placed Workers Go: Third-Party Sites and End Clients

When an employer places an H-1B worker at another company's site, the LCA may name that company as the secondary entity, or end client. Of IT outsourcing and staffing LCAs, 69% report placement at a third-party site. The most-named end clients are some of Ohio's largest employers, and they include the State of Ohio.

End client named on LCAs	LCAs naming it	Distinct sponsoring firms	Share from H-1B-dependent firms	Median offered wage
JPMorgan Chase	894	278	85%	$101,899
Honda (all entities)	718	101	90%	$90,000
Fifth Third Bank	687	182	80%	$95,139
Kroger	624	179	81%	$91,000
State of Ohio & other Ohio public entities	565	254	73%	$100,000
KeyBank	487	63	95%	$93,683
Nationwide Insurance	423	35	93%	$91,603
PNC	379	35	61%	$93,683
Elevance Health / Anthem	282	50	80%	$97,469
Cardinal Health	266	63	83%	$89,419

FY2023–FY2026 (Oct–Jun), all employer categories. Only LCAs in which the employer reported a secondary entity are included; end-client names were standardized by hand. An end client named on an LCA is not necessarily the party that pays the sponsoring firm: workers are often placed through one or more intermediaries. Another 948 LCAs name the worker's home or a remote location rather than a client.

Part II examines the State of Ohio entry in detail.

6. Where in Ohio

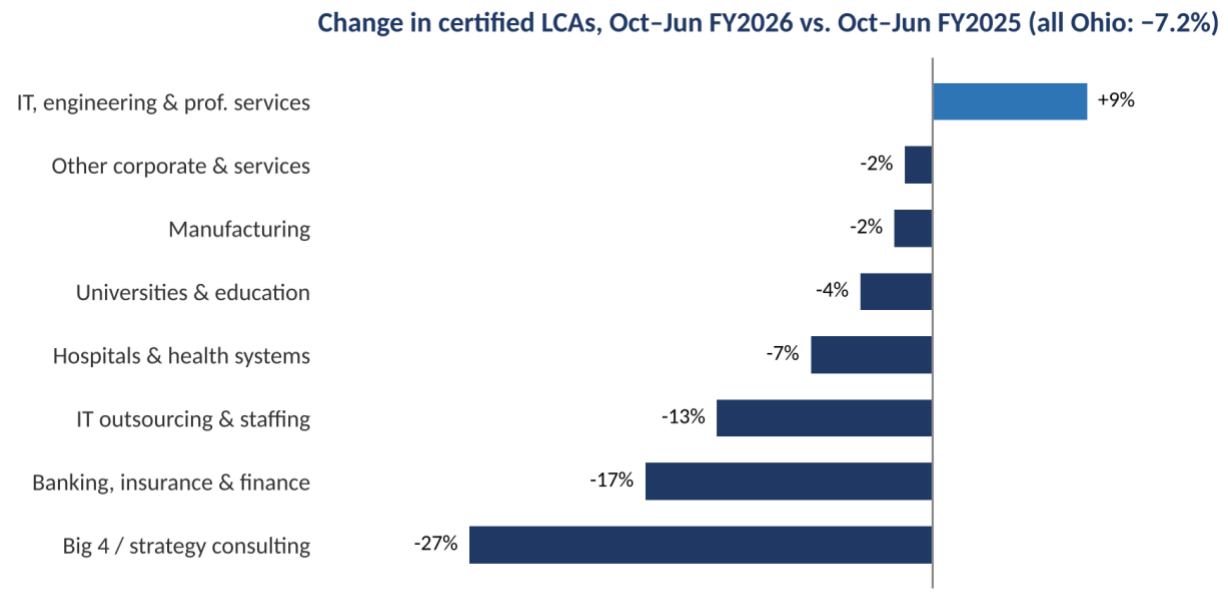
H-1B LCAs are concentrated in Ohio's three largest metro areas, which together account for 78% of the statewide total. Columbus alone accounts for 39%.

Metro area (primary worksite)	LCAs	Distinct employers	Median offered wage	Level I or II	Third-party placement
Columbus	15,355	2,567	$101,899	60%	34%
Cincinnati (Ohio portion)	9,227	1,728	$97,552	60%	38%
Cleveland	6,212	1,185	$95,000	55%	28%
Dayton-Kettering-Beavercreek	2,106	551	$86,000	71%	22%
Akron	1,492	421	$92,000	57%	29%
Toledo	943	272	$86,000	55%	17%
Youngstown-Warren	278	85	$75,000	59%	9%
Canton-Massillon	222	90	$89,793	67%	29%
All other Ohio counties	**3,593**				

FY2023–FY2026 (Oct–Jun). Metro areas follow the 2023 Office of Management and Budget delineations, assigned by worksite county; Ohio counties in the Cincinnati and other multistate metros are assigned to that metro. "All other Ohio counties" includes the smaller metros of Springfield, Lima, Mansfield and Sandusky (235 LCAs) and 3,358 LCAs in non-metro counties.

7. What Changed in October–June FY2026

Because the FY2026 data cover nine months, this section compares October–June FY2026 with October–June of earlier years. On that basis, certified Ohio LCAs fell from 8,686 to 8,061, a decline of 7.2%. The number of distinct employers filing rose from 2,285 to 2,370, and positions requested rose from 12,172 to 12,569. The decline was concentrated among large filers, especially outsourcing firms and the Big 4.



Source: U.S. DOL OFLC LCA disclosure data; same nine-month window in both years.

Employer	Oct–Jun FY2023	Oct–Jun FY2024	Oct–Jun FY2025	Oct–Jun FY2026	Change FY25→FY26
Tata Consultancy Services	368	432	410	188	−54%
Cognizant	359	292	379	236	−38%
LTIMindtree	53	92	83	29	−65%
HCL (all entities)	56	61	43	19	−56%
Infosys	78	63	53	59	+11%
Capgemini	119	76	66	82	+24%
Ernst & Young	185	172	147	90	−39%
JPMorgan Chase	290	292	303	264	−13%
The Ohio State University	104	151	154	164	+6%
Cleveland Clinic	129	102	147	160	+9%
Cincinnati Children's	57	66	82	109	+33%
University Hospitals (Cleveland)	37	69	61	42	−31%

Certified H-1B LCAs with an Ohio primary worksite, October 1 through June 30 of each fiscal year.

Other measures moved as well. The share of LCAs at wage Level I or II fell from 62% to 56%, and the median offered wage rose from $98,821 to $101,899. The share placed at third-party sites and the share filed by H-1B-dependent employers continued their gradual declines.

The window coincides with the federal policy changes described in Section 8, including the September 2025 proclamation requiring a $100,000 payment with certain new H-1B petitions. LCA data cannot by themselves establish why filings changed. Firm-specific business conditions, client demand, and the nine-month data window all bear on these figures. Changes in filings also need not track changes in

employment. They are reported here as a description of what changed, not as an estimate of any policy's effect.

8. The Federal Policy Environment

This section states the status of federal H-1B policy as of November 18, 2026, the date it was last checked. Litigation is ongoing and the status may change after that date. Court actions are cited by case, court, docket number and date.

Date	Action
Sept. 19, 2025	Presidential Proclamation 10973 requires a $100,000 payment with certain new H-1B petitions filed on or after Sept. 21, 2025, principally for workers outside the United States.
Dec. 23, 2025	Chamber of Commerce of the United States v. U.S. Department of Homeland Security, No. 1:25-cv-03675 (D.D.C.): the court grants summary judgment to the government, upholding the payment requirement. Appeal pending, D.C. Circuit No. 25-5473; no decision as of this date.
Dec. 29, 2025	DHS final rule replacing the random H-1B cap selection with a wage-weighted selection (90 Fed. Reg., No. 245; FR Doc. 2025-23853); effective Feb. 27, 2026, and used for the FY2027 cap season.
June 8, 2026	State of California v. Mullin, No. 1:25-cv-13829 (D. Mass.), a suit by 20 states: the court vacates the agency actions implementing the payment requirement. It then stays its own order pending appeal, and the payment continues to be required.
July 24, 2026	U.S. Court of Appeals for the First Circuit, No. 26-1699, denies the government's motion for a stay pending appeal, so the vacatur takes effect. The appeal on the merits remains pending.
Aug. 25, 2026	DHS publishes in the Federal Register a proposed rule that would set a $103,265 fee for each cap-subject H-1B petition, separate from the proclamation payment; the comment period closed Sept. 24, 2026. Not in effect.
Sept. 18, 2026	Proclamation 11069 extends the $100,000 requirement through Sept. 21, 2027.
Sept. 30, 2026	Global Nurse Force v. Trump, No. 4:25-cv-08454 (N.D. Cal.): the court bars DHS, USCIS, CBP and the State Department from enforcing or implementing the agency policies that carry out both proclamations until they complete notice-and-comment rulemaking. The government appealed to the Ninth Circuit on Oct. 9, 2026; the appeal remains pending.
November 18, 2026	The proclamations themselves have not been invalidated, but the court orders bar the agencies from implementing the payment requirement, and employers are not currently required to pay it.

The Ohio LCA data in this report run through June 30, 2026, so they cover the period when the payment requirement was in effect and the first weeks after the Massachusetts ruling. They do not yet reflect the extension, the California ruling, or the weighted-selection rule's first full year. The Department of Labor's FY2026 fourth-quarter file will be added in Version 1.1.

PART II — THE STATE OF OHIO AS A BUYER OF CONTRACT IT LABOR

This part uses Ohio Checkbook payment records and the OH ITSA contract documents and engagement reports released by DAS in November 2026. These records identify firms, not the immigration status of individual workers. Where this part refers to "H-1B LCA filers" or "H-1B sponsors," it means firms that filed certified H-1B LCAs for Ohio worksites in FY2023–FY2026.

9. How the State Buys Contract IT Staff

Most state agencies obtain contract IT staff through the Ohio IT Staff Augmentation program (OH ITSA). Under DAS contract 0A1300, the state pays a single managed-service provider, OST, Inc., which runs a vendor-management system (VectorVMS). Agencies post requisitions to the system, enrolled network-provider firms submit candidates, and the agency selects a worker. OST invoices the state and pays the provider firm. In Ohio Checkbook, the payments therefore appear under OST, not under the firms that supply the workers.

Term	What the released documents say	Source document
Contract	DAS contract 0A1300, managed service provider for IT staff augmentation; OST, Inc.; signed May 14, 2021.	Amendments 6 and 7
Term	Renewed for July 1, 2023 – June 30, 2025, and extended through June 30, 2027.	Amendment 5 renewal letter; Amendment 7
OST compensation	A firm fixed markup of 1.54%, included in the hourly bill rate.	OST Cost Proposal (RFP 0A1300)
Who supplies workers	Enrolled network-provider firms, acting as OST's subcontractors.	RFP 0A1300, Supplement One
Requisition release	Requisitions may be released to MBE-certified firms only, EDGE-certified firms only, MBE and EDGE firms, or the open market.	RFP 0A1300, Supplement One
Work authorization	OST must ensure each candidate is eligible to work in the United States for the engagement, with I-9 certification.	RFP 0A1300, Supplement One; RFP base document
Location and screening	Workers must be located in the United States unless the state grants a waiver; fingerprint background checks are required.	Amendment 7
Offshore work	No offshore services or offshore access to state data without a waiver.	Amendment 6
Visa terms	No H-1B, visa-sponsorship, or prevailing-wage term was found in the released documents.	All released contract documents

MBE: Ohio-certified Minority Business Enterprise. EDGE: Encouraging Diversity, Growth and Equity, Ohio's program for socially and economically disadvantaged businesses. Read from the contract documents released by DAS, including the scanned signed contract page and the 246-page OST technical proposal, which OCG converted to searchable text; amendments not included in the release are not reflected.

A 2021 report by the Ohio Inspector General (file 2021-CA00005) examined the state's previous IT staffing managed-service arrangement. In a sample of 70 contract workers placed through MBE-certified providers, it found that 61 had been placed through MBE providers that subcontracted the work to non-MBE firms. Those findings concern the earlier arrangement and do not establish any misconduct or noncompliance under the current OST contract. They explain why the MBE utilization and second-tier

subcontracting records OCG has requested under the current contract matter; those records have not yet been produced (Section 14).

10. Ohio Public Entities as Named End Clients

Separate from state payment records, the federal LCA data show which Ohio public bodies H-1B sponsors name as end clients. Over FY2023–FY2026 (Oct–Jun), 565 certified LCAs named the State of Ohio, a state agency, or another Ohio public body as the end client. Those LCAs were filed by 254 different firms, 73% of them from H-1B-dependent employers. The median offered wage was $100,000, and 76% were at wage Level I or II.

Agency as named on LCAs	LCAs naming it	Distinct sponsoring firms	OST payments from this agency, state FY2023–26
State of Ohio (agency not specified)	157	89	—
Administrative Services	62	28	$61.5 million
Medicaid	60	38	$34.3 million
Public Safety	49	22	$38.2 million
Transportation	40	28	$40.6 million
Developmental Disabilities	38	21	$30.2 million
Aging	32	18	$9.9 million
Job and Family Services	23	19	$59.2 million
Education and Workforce	16	9	$20.7 million
Ohio Public Employees Retirement System	15	9	—
Bureau of Workers' Compensation	14	11	$26.8 million
Commerce	13	9	$22.2 million
Rehabilitation and Correction	12	10	$32.9 million

LCA counts: DOL LCA disclosure data, FY2023–FY2026 (Oct–Jun), end-client names standardized by hand; agencies with fewer than 12 LCAs not shown. OST payments: Ohio Checkbook, supplier payments to OST, Inc. by paying agency, state fiscal years 2023–2026. The two columns come from different sources and periods. They are shown side by side for context only and do not describe linked transactions: an LCA naming an agency does not show that the agency paid the sponsoring firm, through OST or otherwise.

11. What the State Paid: Ohio Checkbook

Ohio Checkbook records $452,673,088 in supplier payments from state agencies to OST, Inc., the OH ITSA managed-service provider, in state fiscal years 2023 through 2026. A further $312,090 to OST is coded as a subsidy rather than a supplier payment and is not included in that figure.

Most of the 254 firms that named an Ohio public end client on their LCAs do not appear in Checkbook at all, which is consistent with being paid through OST. Sixteen of them were paid directly as state suppliers, a total of $592.6 million over the same period. One firm, Accenture, accounts for $473.7 million of that; the other fifteen received $118.8 million. Another 234 firms, accounting for 415 of the public-client LCAs, had

no direct supplier payments under their names, and the remaining four received only grant or subsidy payments.

Seven firms were paid directly by an agency named on their own LCAs. The largest such payments were from the Department of Administrative Services to Accenture ($380.0 million), from the Department of Developmental Disabilities to Strategic Systems ($22.1 million), from Administrative Services to Avaap ($22.1 million), and from the Department of Aging to Devcare Solutions ($6.5 million).

> ***Direct Checkbook payments cover all work a firm performs for the state, which may include software, systems integration and other services. They are not payments for H-1B workers and should not be read as such.***

12. What the State Paid: OH ITSA Engagement Records

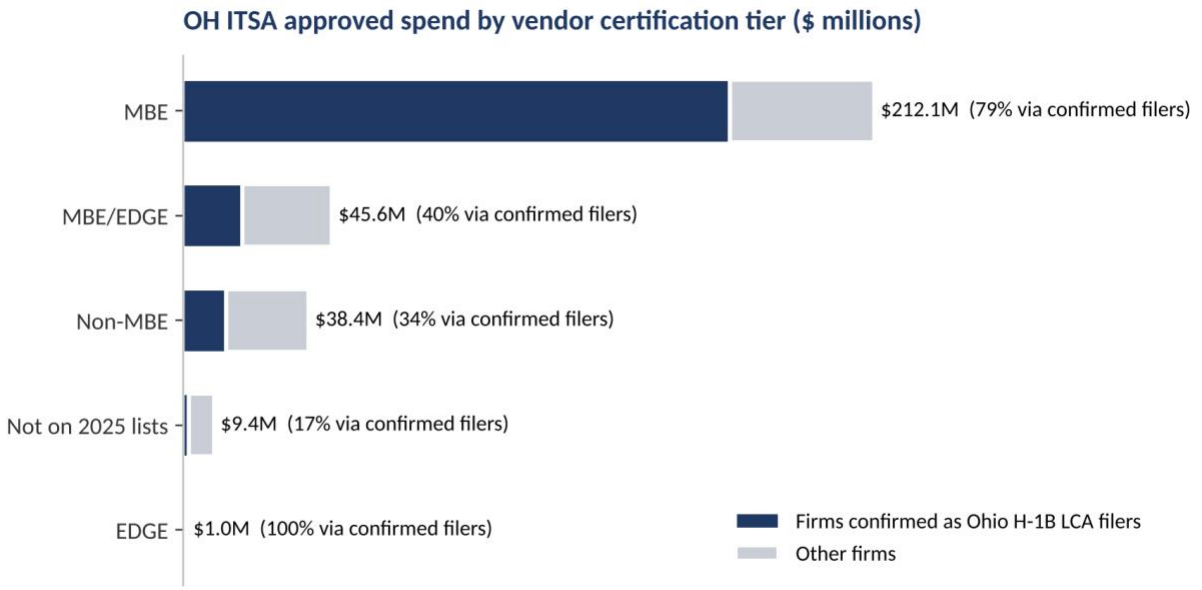
The engagement reports released by DAS are 19 monthly snapshots, July 2024 through May 2026, of the vendor-management system. Each lists a contract worker's engagement, the ordering agency, the provider firm, the purchase-order line, approved hours, the bill rate and the system's field for total approved timesheet spending to date. After duplicate lines are removed, those recorded amounts total $306.5 million. This report calls that figure approved spending. It is the value of approved timesheets as recorded in the system; it is not a record of payments.

The figure is a floor, and it is not directly comparable with the $452.7 million in Checkbook payments to OST. The two differ in four ways. The released reports omit engagements that ended before July 2024, which OCG has requested (Section 14). Checkbook records cash paid in state fiscal years 2023–2026, while the engagement reports record cumulative approved time for engagements active from July 2024 on. Approval and payment occur at different times. And payments to OST may include work other than staff-augmentation engagements. A line-by-line reconciliation requires the periodic sales reports OCG has also requested.

Measure	Value
Approved spending recorded	$306,547,068
Contract workers (distinct)	1,651
Provider firms with engagements	192
Ordering agencies	39
Approved hours	3.46 million
Median bill rate	$87.43 per hour
Firms confirmed as Ohio H-1B LCA filers	62
Spending through confirmed filers	$201.7 million (66%)
Workers supplied by confirmed filers	65%
Confirmed filers that are H-1B-dependent	30
Spending through H-1B-dependent filers	$133.6 million (44%)
Name matches not confirmed, excluded	9

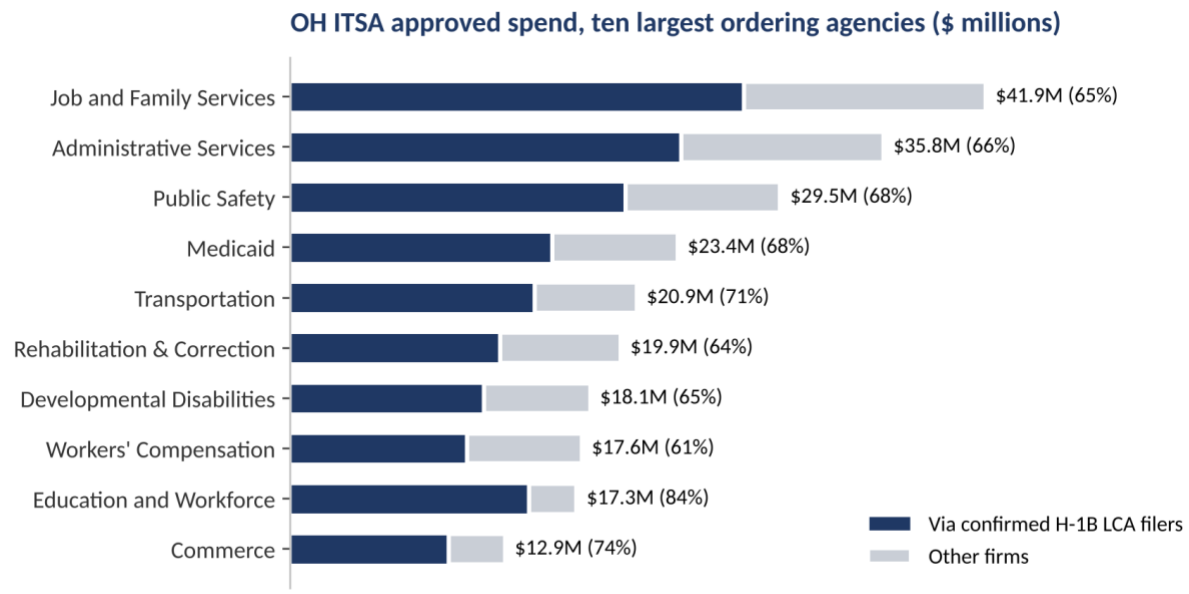
Engagements beginning July 2021 through May 2026, as recorded in the OST VectorVMS engagement reports released by DAS in November 2026. Each engagement line appears in every monthly snapshot in which it was active, with approved hours and spending to date. Lines were deduplicated on agency, provider firm, worker and purchase-order line, keeping the latest cumulative line (the one with the most approved hours). Approved hours never decrease across snapshots in 99% of lines, and the retained line always carries the largest recorded spending, so the method does not drop amendments or additional hours; a worker with a new purchase-order line is kept as a separate line. "Approved spending" is the system's total-approved-timesheet-spend field.

A provider firm was counted as an H-1B LCA filer only if its name matched an employer in the Ohio LCA data and the match was confirmed by a discriminating identifier: the same street address on both records, or the same firm-specific company email domain. A shared city and state is recorded but is never sufficient on its own. Seventy-one firms matched by name. Sixty-two were confirmed: 57 share a firm-specific email domain, 41 of them also sharing a street address; four more share a street address (one written with different abbreviations); and one national firm, TEKsystems, files its LCAs from its Hanover, Maryland headquarters while DAS lists its Dublin, Ohio office. Nine were excluded, eight because no discriminating identifier matched and one because the identifiers showed a different firm with a similar name. The companion dataset lists every match, the identifiers that matched and the disposition.



Source: OST, Inc. VectorVMS engagement reports (DAS records release, Nov. 2026); DAS MBE/EDGE lists; DOL LCA data.

The minority-business tier is the largest. Tiers are taken from the contract tier shown for each firm on the January 2025 OH ITSA vendor list; certification dates were not in the release, so a firm's tier when an earlier engagement began may have differed. Firms in the MBE tier on that list account for $212.1 million of recorded spending, and 79% of that was through firms confirmed as H-1B LCA filers. The pattern is spread across agencies rather than concentrated in a few. In every one of the ten largest ordering agencies, confirmed H-1B LCA filers received between 61% and 84% of spending.



Source: OST, Inc. VectorVMS engagement reports (DAS records release, Nov. 2026); OCG vendor matching.

The largest provider by far was Devcare Solutions, a firm in the MBE tier and a confirmed LCA filer classified as H-1B-dependent. It recorded $42.3 million in approved spending for 250 workers across 27 agencies, about 14% of the program total.

13. Bill Rates and Offered Wages

This section is an exploratory comparison. The engagement records and the LCA data allow one comparison between what the state pays a firm and what that firm offers its H-1B workers in Ohio. For each confirmed firm, the median hourly bill rate was annualized at 2,080 hours and reduced by OST's 1.54% fee. That figure was compared with the firm's median offered wage on its FY2023–FY2026 LCAs that name an Ohio public end client, the LCAs closest to state work.

Thirty-four confirmed firms filed such LCAs. Across them, the median of these ratios is 57%. In other words, the typical offered wage on these firms' public-client LCAs equals a little over half of what the state pays per worker-year, after the managed-service fee. The middle half of the 34 firms fall between 50% and 60%. The result holds when small cases are removed: 59% for the 24 firms with three or more contract workers, and 57% to 58% for firms with at least three, five or ten public-client LCAs. Weighting each firm by its number of contract workers gives 59%. The firm-level figures are in the companion dataset, with bill rates suppressed for firms with fewer than three workers.

> ***This is a firm-level comparison of two medians, not a measure of any worker's pay. The LCAs and the OH ITSA engagements are not matched worker to worker: an LCA naming a public end client may cover a placement with a body other than the agencies in these records, and the state's records do not show which workers hold H-1B visas. The difference between the two figures also has to cover the employer's payroll taxes, benefits, recruiting, bench time, overhead and profit, and any further subcontracting layer. The available records do not show how it divides among those, and the difference is not a measure of profit, wage suppression or displacement.***

14. Records Outstanding

OCG submitted its public records request to DAS on September 25, 2026. DAS released records on November 10 and 13, 2026, about 45 days later. OCG has sent a follow-up request for the items below, which were not included in the release. Version 1.1 of this report will incorporate them when produced, or will note that they were not produced, on the schedule in the Publication Record.

Records requested	Why they matter to this report
MBE utilization reports under contract 0A1300	Show how much MBE-tier spending stayed with MBE firms, the question the 2021 Inspector General report raised.
Other periodic reports, including Quarterly Sales Reports	Allow reconciliation of engagement-report spending with Checkbook payments to OST.
Network-provider affirmation and disclosure forms	May record subcontracting or staffing arrangements not visible in the engagement reports.
Second-tier subcontracting approvals	Show whether provider firms passed engagements to other firms, which affects which firm employs the worker.
DAS audits of the program and any Inspector General follow-up	Document any compliance findings since 2021.
Engagement reports for engagements that ended before July 2024	Complete the spending record back to the July 2021 contract start.
Vendor lists or tier records before January 2025	Show each firm's MBE or EDGE tier when earlier engagements began. (Requested in the follow-up.)

Interpretive Considerations

Several points of interpretation apply across this report and are gathered here in one place.

- An LCA is an attestation, not a hire. Counts of LCAs and of positions requested measure employer intent to sponsor, not the number of H-1B workers in Ohio, and they cannot be added to other years' counts to estimate a workforce.
- Part I and Part II rest on different sources. Part I describes all Ohio H-1B sponsors. Part II describes the state's contract IT spending and identifies which provider firms also sponsor H-1B workers. Being an H-1B sponsor does not mean a firm's state placements hold H-1B visas; most such firms also employ U.S. citizens and permanent residents.
- The wage comparisons are at the level of the occupation and area. They do not adjust for experience, education or specialty within an occupation, which is part of what the Department of Labor's four wage levels are meant to capture.
- H-1B-dependent status is self-attested by employers on each LCA and is not verified by the Department of Labor. This report classifies an employer as dependent when it checked that box on at least half of its Ohio LCAs; that is an OCG classification, not a finding about the employer's workforce. Section 3 shows the results are not sensitive to the threshold.
- The October–June comparison in Section 7 describes changes over a period in which federal policy changed, but it is not an estimate of what caused those changes.

Limitations and What This Report Does Not Claim

- It does not identify the visa status of any individual worker, and it does not claim that any worker placed with a state agency holds an H-1B visa.
- It does not allege that any firm violated the law, its LCA attestations, or its state contract. Offering the prevailing wage, filing as an H-1B-dependent employer, and subcontracting are all legal.
- It counts only LCAs whose primary worksite is in Ohio. Another 4,876 certified LCAs list an Ohio location only as an additional worksite and are excluded.
- FY2026 covers October 2025 through June 2026. Year-over-year figures compare the same nine-month window.
- State spending figures cover only what is recorded in Ohio Checkbook and in the OH ITSA engagement reports released by DAS. The engagement reports exclude engagements ended before July 2024, so the $306.5 million total is a minimum.
- Vendor matching depends on names, addresses and email domains in two independent record systems. Some H-1B sponsors may be missed where those differ; confirmed matches are conservative by design.
- This report does not estimate tax, fiscal or employment effects of H-1B employment in Ohio, and it does not evaluate any immigration, procurement or labor policy.

Future Research

Version 1.1 will add the records listed in Section 14 and the Department of Labor's FY2026 fourth-quarter file. Beyond that update, the Research Center has identified the following questions that the current records cannot answer:

- How much MBE-tier spending stayed with MBE-certified firms after second-tier subcontracting, under the current contract.
- Whether public universities, local governments and the state pension systems, which appear as end clients on LCAs but are outside Ohio Checkbook, buy contract IT labor through similar arrangements.
- How Ohio's H-1B filings change across a full fiscal year under the weighted-selection rule and the outcome of the pending fee litigation.
- How Ohio's patterns compare with other states of similar size, using the same methods.
- Each provider firm's MBE or EDGE tier at the time each engagement began, which would allow tier spending to be measured on an as-of-engagement basis.

Technical Appendix: Methods

This appendix summarizes how each figure was produced. The companion dataset contains the record-level LCA file, the vendor-match key, the national state table and the method checks described here.

Step	Method
LCA records	DOL OFLC LCA disclosure files, FY2023 Q1 through FY2026 Q3. Kept: visa class H-1B, case status Certified, primary worksite in Ohio. Deduplicated on case number, keeping the latest file. Assigned to a federal fiscal year by decision date. Result: 39,428 records. LCAs listing Ohio only as an additional worksite (4,876) are excluded.
Wages	Offered wage is the lower bound of the offered range, annualized: hourly x 2,080, weekly x 52, bi-weekly x 26, monthly x 12. Fifty-seven evident unit errors were corrected and are flagged. Wage statistics use full-time positions with an annualized offer of $25,000 to $1,000,000.
Local benchmark	BLS OEWS May 2025 median, 25th and 75th percentile for the same six-digit SOC code in the worksite metro (2023 OMB delineations, by county), or Ohio statewide where no metro estimate exists. Top-coded medians use the $239,200 floor (71 records). FY2025–26 records only; 18,386 of 18,970 matched.
Ratios	Offered ÷ prevailing and offered ÷ local median are computed for each LCA; tables report the median of the individual ratios.
Employer categories	Rule-based on industry code and employer name, with corporate families merged. H-1B dependence: an employer attesting dependency on 50% or more of its Ohio LCAs. Alternative thresholds change the outsourcing share from 35% to between 31% and 37%, and the share of its offers below the local median from 74% to between 73% and 74%.
End clients	Secondary-entity names on LCAs standardized by hand into named clients; Ohio public entities identified by name and checked to exclude out-of-state public bodies.
National rank	Certified H-1B cases by worksite state from the same quarterly files, without cross-quarter deduplication, for the 50 states and DC.
Checkbook	Ohio Checkbook supplier payments, state FY2023–2026, by payee name and paying agency. Matched to LCA employers by name; Checkbook shows no tax identifier.
OH ITSA spending	System field "TS Total Approved Spend" on each agency-firm-worker-PO line, from the latest of 19 monthly snapshots in which the line appears (3,096 lines). Approved timesheets, not payments.
Vendor match	Name match, confirmed only by the same street address or the same firm-specific email domain from the 2025 OH ITSA vendor lists and the firm's own LCAs. 71 name matches; 62 confirmed; 9 excluded.
Contract tier	As shown on the January 27, 2025 OH ITSA vendor list.
Bill rate vs. offer	Firm median bill rate x 2,080 x (1 − 0.0154), against the firm's median offered wage on LCAs naming an Ohio public end client. Median across 34 firms: 57%; 57% to 59% under the alternative restrictions shown in the companion dataset.
Privacy	No worker names or per-person rates are published. Bill rates are suppressed for firms and agencies with fewer than three contract workers.

Sources

U.S. Department of Labor, Employment and Training Administration, Office of Foreign Labor Certification, LCA Programs (H-1B, H-1B1, E-3) public disclosure data, quarterly files FY2023 Q1 through FY2026 Q3 (retrieved November 2026).

U.S. Bureau of Labor Statistics, Occupational Employment and Wage Statistics, May 2025 metropolitan-area and Ohio statewide estimates.

U.S. Office of Management and Budget, OMB Bulletin No. 23-01, Revised Delineations of Metropolitan Statistical Areas (July 2023).

Ohio Treasurer of State, Ohio Checkbook, state agency expenditure data, state fiscal years 2023–2026 (retrieved November 2026).

Ohio Department of Administrative Services, records released to Ohio Common Ground on November 10 and 13, 2026, in response to a public records request of September 25, 2026: RFP 0A1300 base document, Supplements One through Eight and Amendments One and Two; contract 0A1300 signed contract page and Amendments 4 through 7; OST, Inc. Cost Proposal and Technical Proposal (revised April 28, 2021); OST, Inc. VectorVMS "Engagement Report by Agency with Tenure and PO," 19 monthly snapshots, July 2024–May 2026; OH ITSA vendor lists of January 27 and June 25, 2025.

Ohio Office of the Inspector General, Report of Investigation, File No. 2021-CA00005.

Presidential Proclamation 10973, Restriction on Entry of Certain Nonimmigrant Workers (September 19, 2025; FR Doc. 2025-18601), and Presidential Proclamation 11069 (September 18, 2026), extending it.

U.S. Department of Homeland Security, "Weighted Selection Process for Registrants and Petitioners Seeking To File Cap-Subject H-1B Petitions," final rule, 90 Fed. Reg., No. 245 (December 29, 2025), FR Doc. 2025-23853; proposed rule establishing an H-1B cap-subject petition fee, Federal Register, August 25, 2026.

Chamber of Commerce of the United States v. U.S. Department of Homeland Security, No. 1:25-cv-03675 (D.D.C. Dec. 23, 2025), appeal docketed, No. 25-5473 (D.C. Cir.).

State of California v. Mullin, No. 1:25-cv-13829 (D. Mass. June 8, 2026), stay pending appeal denied, No. 26-1699 (1st Cir. July 24, 2026).

Global Nurse Force v. Trump, No. 4:25-cv-08454 (N.D. Cal. Sept. 30, 2026), appeal filed (9th Cir. Oct. 9, 2026).

Companion dataset: Ohio Common Ground Research Center, Companion Dataset to White Paper No. 028, Version 1.0, published with this report on the Ohio Common Ground white papers page.

Conclusion

Ohio's H-1B activity is larger and more varied than a single national figure suggests. About ten thousand certified LCAs a year come from four distinct markets. Corporate employers and banks generally offer above both the prevailing wage and the local median. Universities and hospitals offer above the prevailing wage but often below the local median. IT outsourcing and staffing firms offer at the prevailing-wage floor, mostly at the two lower wage levels. Those outsourcing firms place most of their workers at client sites, and the State of Ohio and other public bodies are among the clients they name most often.

Firms confirmed as having filed H-1B LCAs for Ohio worksites account for about two-thirds of the approved contract IT spending recorded in the released OH ITSA reports, most of it in the minority-business tier. The records do not show the immigration status of the workers performing those engagements, and the contract does not ask. This report documents those facts and the gaps in the record without evaluating what, if anything, should be done about them, consistent with the Research Center's editorial independence. Version 1.1 will report what the outstanding records add.

Revision History

Version 1.0 — November 18, 2026 — Initial publication.