

February 14, 2024

Brian Pasternak
Administrator

continued U.S. leadership in discovery and innovation. In the Survey of Earned Doctorates by the NSF, 34% of all doctorate recipients (19,633 recipients) were temporary visa holders in 2022 ([Table 1-7](#)). As of 2019, foreign-born talent made up [23.1% of all STEM workers](#) in the U.S.

Recommendation 1.2: The DOL should collaborate with NCSES survey managers.

The DOL could benefit from collaborating with NCSES survey managers to 1) gain additional information about the survey methodologies and 2) expand the survey to include questions that can provide further insight into labor shortages for STEM in the U.S.

Recommendation 1.3: The DOL should reach out to major industry employers for input on their experiences with STEM labor shortages.

By collaborating with major industry employers, the DOL can learn about their experiences with labor shortages in specific [STEM domains](#) within the [OEWS occupations list](#). For example, if biotechnology and manufacturing employers are finding it difficult to fill entry-level positions, the DOL can further evaluate this domain and determine approaches for Schedule A priorities.

Question 4: Should the STEM occupations potentially added to Schedule A be limited to those OEWS occupations used in most of the recent BLS publications, or should the STEM occupations be expanded to include additional occupations that cover STW occupations?

should be added to Schedule A

OEWS occupation list is inclusive of the various [STEM occupations and fields of study](#) listed in NCSES surveys. By expanding Schedule A to include OEWS occupations for STEM, U.S. employers will have different avenues to encourage foreign talent to stay in the U.S. and contribute to the research enterprise. It is essential to continue investing in talented foreign-born professionals to sustain the research enterprise given the shortfall in domestic talent.

Recommendation 3: The DOL should update the definition for group II in Schedule A to provide quantifiable measures/skillsets that match industry needs for employers

Currently [Schedule A](#)

the seven categories: 1) internationally recognized prizes/awards for excellence in the field, 2) membership in international associations that require outstanding achievement of their members, 3) published materials in professional publications, 4) evidence of participation on panel as a judge, 5) evidence of original scientific or scholarly research contributions of major significance in the field, 6) evidence of authorship of published scientific or scholarly articles in the field, or 7) evidence of the

Other countries are proactively establishing [national policies and marketing strategies](#) to attract and retain degreed foreign talent. This revision in Schedule A could help create opportunities to retain STEM talent and for the U.S. bioeconomy to thrive.

this matter. Additional questions can be directed to the Director of Public Affairs, Sarina Neote, at publicaffairs@asbmb.org.