

Insurance impact of potential H-1B cost surge likely minimal

The insurance industry's lower reliance on foreign skilled workers softens the blow.

By Sanvi Bangalore



Photo: Alamy

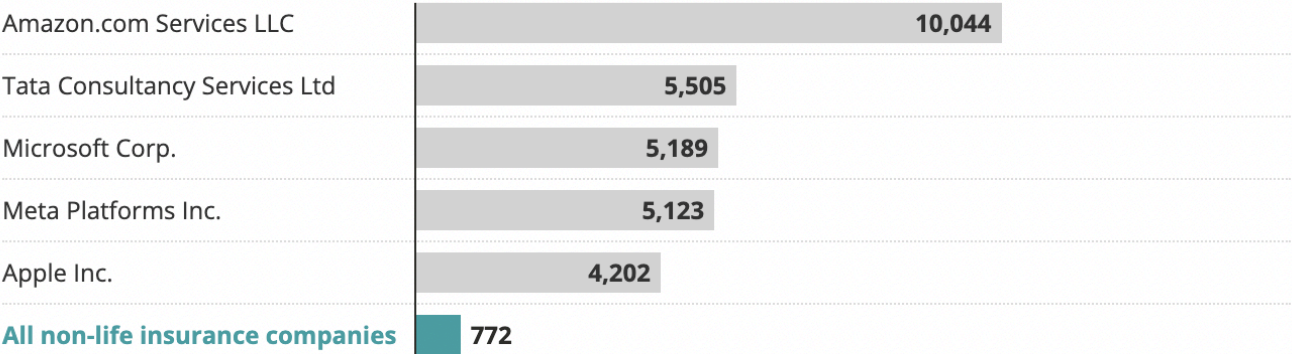
The insurance industry is unlikely to feel a significant sting from an overhaul of the H-1B visa system by the Trump administration, an analysis by this publication has found.

Over the weekend, President Donald Trump signed an executive order implementing a \$100,000 fee for every new petition filed starting September 21. The fee was initially reported as also applying to existing H-1B visa holders but the administration later clarified in an H-1B FAQ that it would only apply to new visas.

While technology companies rely on thousands of H-1Bs to fill roles in software, engineering and AI, insurance companies typically sponsor only a handful each year, with many large insurers reporting single-digit or zero filings for new H-1B visas, *Insurance Insider US* analysis shows.

Non-life insurers and brokers employ fewer workers on H-1B visas than companies in other industries

Number of H-1B visas approved during the 2024-25 fiscal year for individuals employed by companies in the non-life insurance sector, compared to the top companies overall



The US government's fiscal year runs from October to September; data is as at the end of Q3 (i.e. 30 June)
Source: US Citizenship and Immigration Services (USCIS); S&P Capital IQ Pro

Amazon leads the number of H-1B visas approved during the 2024-25 fiscal year with over 10,000, followed by Tata Consultancy Services, Microsoft, Meta and Apple, according to USCIS data. Non-life insurers lag behind, employing less than 800 H-1B workers as a group.

USAA hired the most employees on an H-1B visa this past year. The carrier primarily serves current and former US military members and their families. Zurich came in

second, followed by The Hartford.

Which companies in the non-life insurance industry have relied the most on H-1B visas so far this year?

Number of **H-1B visas approved** during the 2024-25 fiscal year for individuals employed by select companies in the non-life insurance sector

Group	#	Group	#	Group	#	Group	#
USAA	197	Marsh Mc.	17	Scor	6	Intact	1
Zurich	74	OH Farmers	16	QBE	5	Chubb	1
The Hartford	58	Arch	15	Skyward	5	United Fire	1
Travelers	53	Kemper	14	Ryan Sp.	4	AIG	1
Am. Family	50	Allstate	12	RLI	4	Nationwide	1
Progressive	38	State Farm	11	HDI	2	Liberty M.	1
FM	31	FL Citizens	10	Horace M.	2	Old Rep.	1
Selective	30	WR Berkley	9	CinFin	2	Neptune	1
AFG	29	Fairfax	9	TWIA	2		
Swiss Re	24	Munich Re	8	Farmers	1		
Berk. Hath.	19	Aon	6	The Hanover	1		

Notes:

- The US government's fiscal year runs from October to September; data is as at the end of Q3 (i.e. 30 June)
- Data is published by USCIS by legal entity; totals by group above represent the sum of visas approved for employees at all legal entities which operate below a group's ultimate parent company

Source: US Citizenship and Immigration Services (USCIS); S&P Capital IQ Pro

This reflects the insurance industry’s heavier dependence on domestic regulatory expertise, state licensing and traditional business functions – areas less likely to face critical skill shortages necessitating foreign recruitment, sources said.

As a result, insurance workforce demographics remain far less international than those of tech-sector peers, and changes in visa fees are less likely to have direct impact.