

SUMMARY OF CHANGES: H-1B PARTICIPANT INDIVIDUAL RECORD LAYOUT (PIRL) 2025

This document highlights the data elements and performance outcomes that have been added, eliminated, revised and/or clarified in the H-1B Participant Individual Record Layout (PIRL) 2025. It lists:

- changes to data elements in the PIRL schema and associated changes to valid values and logic rules
- changes to outcomes on the Quarterly Performance Report (QPR) and associated changes to logic rules and aggregation rules

PIRL SCHEMA: TOTAL NUMBER OF DATA ELEMENTS REDUCED FROM 90 TO 70

DATA ELEMENTS REMOVED: 23

- **PIRL 931** Apprenticeship Program
- **PIRL 935** Accountability Exit
- **PIRL 1203** Most Recent Date Received Internship or Work Experience Opportunities
- **PIRL 1331** Training Leading to an Associate's Degree
- **PIRL 1401** Enrolled in Secondary Education Program
- **PIRL 2106** Most Recent Date Received Specialized Participant Services
- **PIRL 2109-2117** Primary Training #1,2,3/Secondary Training #1,2,3/Tertiary Training #1,2,3
- **PIRL 2119/2121/2123** Incumbent Workers Retained Current Position in the 1st/2nd/3rd Quarter After Program Completion
- **PIRL 2122/2124** Incumbent Workers Advanced into a New Position with Current or New Employer in the 2nd/ 3rd Quarter after Training Program Completion
- **PIRL 2901** Pre-Apprenticeship Program Status
- **PIRL 2907** Apprenticeship Program Status
- **PIRL 2909** Expected Completion Date: Apprenticeship

Validation Rules Notes:

- Valid Values (Tab 4): The valid values rule associated with each of these data elements was deleted.
- Logic Rules (Tab 6): Forty-one logic rules associated with these data elements were deleted.

DATA ELEMENTS ADDED: 3

- **PIRL 216** Middle Eastern/ North African
- **PIRL 3004** Individualized Services Provided Virtual/Online
- **PIRL 3011** Sexual Orientation

Validation Rules Notes:

- Valid Values (Tab 4): A valid values rule was added to accommodate each new data element.
- Logic Rules (Tab 6): A logic rule for PIRL 216 was added.

DATA ELEMENTS REVISED: 2

Instructions have been revised to change reporting options.

Nursing Expansion Grant Program

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- **PIRL 106** Special Project ID reverts to blank
 - No longer used to capture pre-apprenticeship
- **PIRL 2120** Advanced into a New Position with Current or New Employer in the 1st Quarter after Program Completion revised to remove the time restriction eliminate “in the 1st Quarter”
 - “Advancing to a new position” can occur at any time during the period of performance and will be reported in this data element after program completion.

Validation Rules Notes:

- Valid Values (Tab 4): The valid values associated with these data elements were revised to align with changes to the text.
- Logic Rules (Tab 6): Associated logic rules for PIRL 106, PIRL 2122, and PIRL 2124 were deleted.

DATA ELEMENTS CLARIFIED: 16

Minor text revisions or code value changes were made to these data elements, which are noted below for awareness, but do not require any changes to data collection, tracking, or reporting for H-1B grantees.

- **PIRL 105, 201, 210, 211, 212, 213, 214, 215, 301, 402, 923, 1303, 1310, 1315, 2908, 2911**

Validation Rules Notes:

- Valid Values (Tab 4): The valid values associated with these data elements were revised to align with changes to the text and code values.
- Logic Rules (Tab 6):
 - PIRL 105: Nine associated logic rules were deleted, and three associated logic rules were revised.
 - Other data elements: Six associated logic rules were revised to align with changes to data element names.

QUARTERLY PERFORMANCE REPORT (QPR)

OUTCOMES REMOVED: 2

- **E4.** Received Specialized Participant Services
- **G2.** Incumbent Workers that Retained Current Position

Validation Rules Notes:

- Logic Rules (Tab 6): Associated logic rules for PIRL 2119 were deleted.
- Aggregation Rules (Tab 7): The aggregations for E4 and G2 were deleted.

OUTCOMES ADDED: 2

- **B2e.** Middle Eastern or North African
- **G2.** Unemployed Participants Who Completed an Education/Job Training Program and Entered Unsubsidized Employment

Validation Rules Notes:

- Logic Rules (Tab 6):
 - A logic rule for PIRL 216 was added.
 - A logic rule to restrict underemployed participants from being reported in PIRL 2118 was added.
- Aggregation Rules (Tab 7): Aggregations for B2e and G2 were added.

OUTCOMES REVISED: 3

The outcome definitions of these outcomes have changed, which impacts how they can be reported.

- **G1. Entered Unsubsidized Employment** *revised to* **Unemployed Participants Who Entered Unsubsidized Employment**
 - Underemployed participants are no longer aggregated in this outcome.
 - Outcome will now show all unemployed participants who have entered employment, even if they have not completed a program. The new outcome, “G2. Unemployed Participants Who Completed an Education/Job Training Program and Entered Unsubsidized Employment” will be used to show participants who both completed a program and entered employment.
- **G1a. Entered Unsubsidized Training-Related Employment** *revised to* **Unemployed Participants Who Entered Unsubsidized Training-Related Employment**
 - Underemployed participants are no longer aggregated in this outcome.
- **G3. Incumbent Workers that Advanced into New Position** *revised to* **Employed Participants Who Advanced into a New Position After Completing an Education/Job Training Program**
 - Underemployed participants who achieve an employment outcome are now aggregated in this outcome together with incumbent workers.
 - This outcome is no longer restricted to the first three quarters after program completion. It can occur at any time after starting the program and reported once the program is completed.

Validation Rules Notes:

- Logic Rules (Tab 6):
 - A logic rule to restrict underemployed participants from being reported in PIRL 2118 was added.
 - A logic rule that restricted reporting in PIRL 2118 until PIRL 1813 had been reported was deleted.
 - A logic rule that restricted reporting in PIRL 2120 until PIRL 1813 had been reported was deleted.
 - A logic rule that restricted underemployed workers from being reported in PIRL 2120 was deleted.
 - A logic rule that restricted PIRL 2120 to incumbent workers was revised to include all employed participants.
 - Aggregation Rules (Tab 7): The aggregation for G3 was revised to remove the incumbent worker data element.
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OUTCOMES CLARIFIED: 16

These outcomes have minor text or formatting revisions and are noted below for awareness, but do not require any changes to data collection, tracking, or reporting.

- **Outcomes B2f, B2g, B2h, E5, E5a, E5b, E5c, E5d, F1, F1a, F2, H1 (now C6)**

Validation Rules Notes:

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- Logic Rules (Tab 6): N/A
- Aggregation Rules (Tab 7): Text in the associated aggregations was updated to align with revisions to outcome names or numbers.

OTHER VALIDATION RULE CHANGES

LOGIC RULES

Additional logic rule changes not associated with data element/outcome changes were made to increase data validity as follows:

- One logic rule was added to ensure consistency in reporting Registered Apprenticeship.
- Four logic rules were added to align allowable training types for incumbent workers with program policy.
- Eight logic rules were added to ensure measurable skills gains are consistently reported.
- One logic rule was deleted, as it duplicated a valid values rule.

AGGREGATION RULES

Additional aggregation rule changes were made to change the data elements on which they depend. These aggregations are for the following outcomes:

- E4. Participated in Paid Work Experience or Internship
- E5a. Started Education/Job Training Program Activities
- E5b. Entered On-the-Job Training Activities
- E5c. Entered in Incumbent Worker Training Activities
- E5d. Participated in Registered Apprenticeship
- F1a. Completed On-the-Job Training Activities