



**Evan Lesser**

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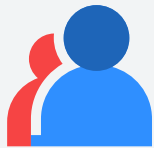
**Lindy Kyzer**

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## ClearanceJobs Webinar Series

# PANDEMIC HIRING IMPACTS

How the Coronavirus has changed cleared recruiting



### The Most Candidates

Online since 2002, we have the largest database of cleared professionals available anywhere – over 1.1m.



### The Most Cleared Jobs

Cleared pros know us as the destination for opportunity, with over 55,000 jobs, 1,700 employers and growing.



### The Widest Cleared Reach

We talk to cleared pros daily via our giant social media following, massive email list, and deep industry presence.



### The Best Technology

Unparalleled recruiting, pipelining, outreach, marketing, and engagement tools for maximum ROI.

# CHANGING PREFERENCES

## About Working from Home

According to recent ClearanceJobs surveys, employers expect their employees in increasing numbers to request or expect work-from-home after the pandemic subsides.

Employers should be thinking now about how to address worker requests, possible changes to labor laws, and work-from-home for future waves of the virus.

Only 20% of employers believe they will return to pre-pandemic work environments.



44%

of ClearanceJobs employers expect an increase in teleworking, even after the pandemic subsides



8%

of ClearanceJobs employers note recruiting in 2020 has dramatically changed – business as usual for most



4%

of ClearanceJobs employers said they've been hiring more in 2020 during the lockdown



# CHANGING PREFERENCES

## PREFERENCES

### About Working from Home

While large, Fortune 500 tech firms are different than the security-cleared community, these companies have been highly visible in the news about their changing policies on work-from-home.

Security-cleared workers are seeing what large, visible companies are doing, and are taking note.

77% of ClearanceJobs employers surveyed said they expect their companies to reexamine telework options.



Work-from-home through July 2021



Work-from-home through Dec 2020



Work-from-home permanently



Work-from-home permanently



Work-from-home through Jan 2021

# BEFORE THE PANDEMIC

## Teleworkers Were Few

Pre-pandemic, a 2018 survey showed that understandably, very few federal employees with security clearance worked from home – even situationally.

While the DoD had the largest number of occasional teleworkers, the almost 118 thousand employees working from home makes up only 15% of all DoD employees.

Naturally, IC workers were required to be in a secure office before the Coronavirus.

## 2018 PRE-PANDEMIC

42% of federal employees eligible for telework

22% of federal employees took advantage of it



# DURING THE PANDEMIC

## A Fast “New Normal”

While some cleared workers must come into their offices to go to their SCIFs and access classified materials, ClearanceJobs employers have noted that most cleared professionals are working from home.

The 24% of cleared employees still in their offices are working among changed workplaces, with additional safety precautions, staggered workdays, and enhanced social distancing.

## 2020 PANDEMIC



65%

of ClearanceJobs employers noted their employees were working from home



24%

of ClearanceJobs employers note they have employees still working in their offices



*“The government is starting to see that people can be effective working from home,” – Matthew Campbell, Vickers Nolan Enterprises*

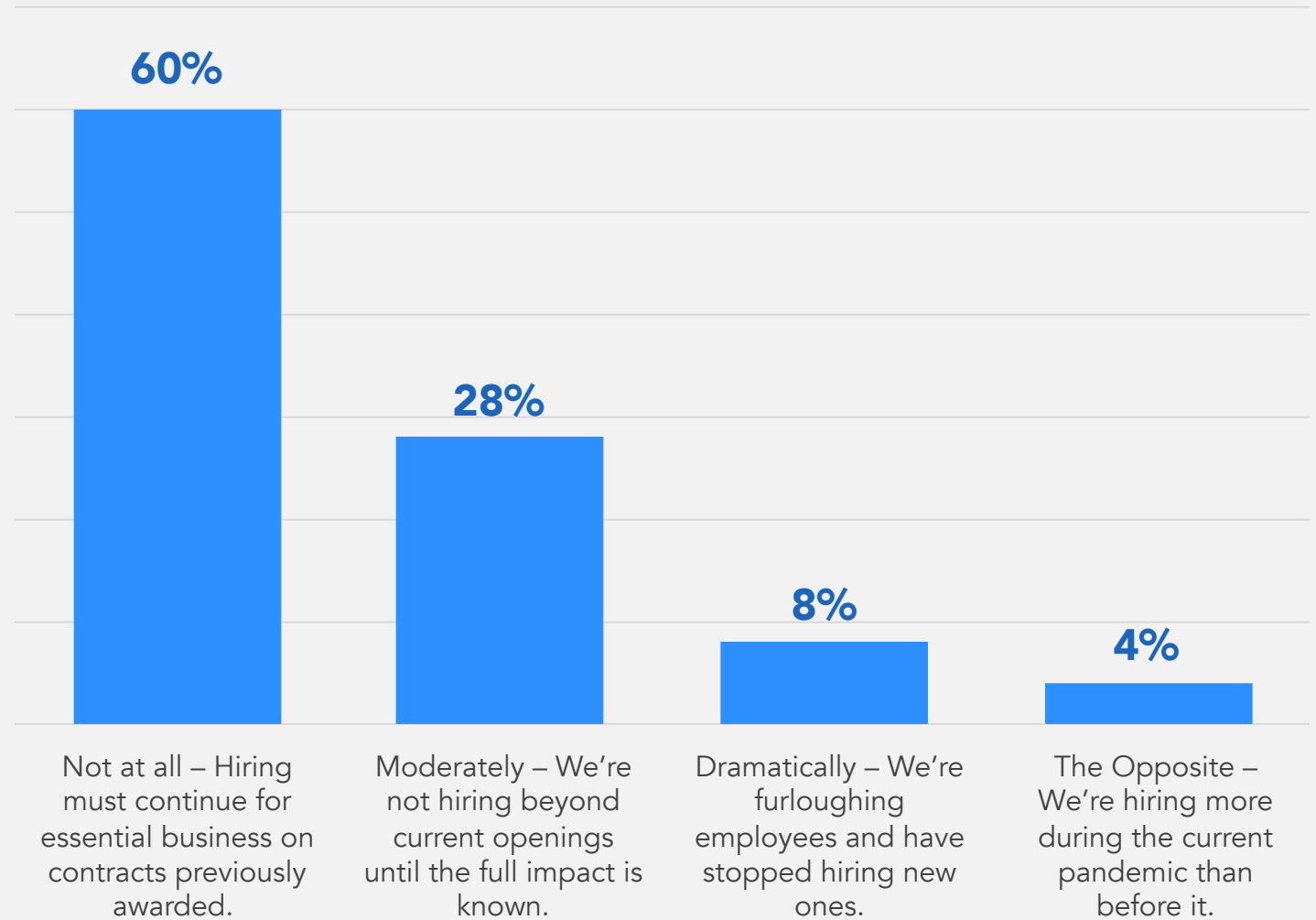
# CLEARED HIRING

## Mostly Business as Usual

The U.S. presently has 30 million citizens collecting unemployment benefits. While some of those are surely security-cleared workers, most cleared personnel have been largely unaffected by the economic downturn. National security work must continue.

Like previous recessions, the national security industry has been largely sheltered during the current pandemic and ensuing economic decline.

Has COVID-19 impacted your recruiting and/or forecast for the rest of the year?



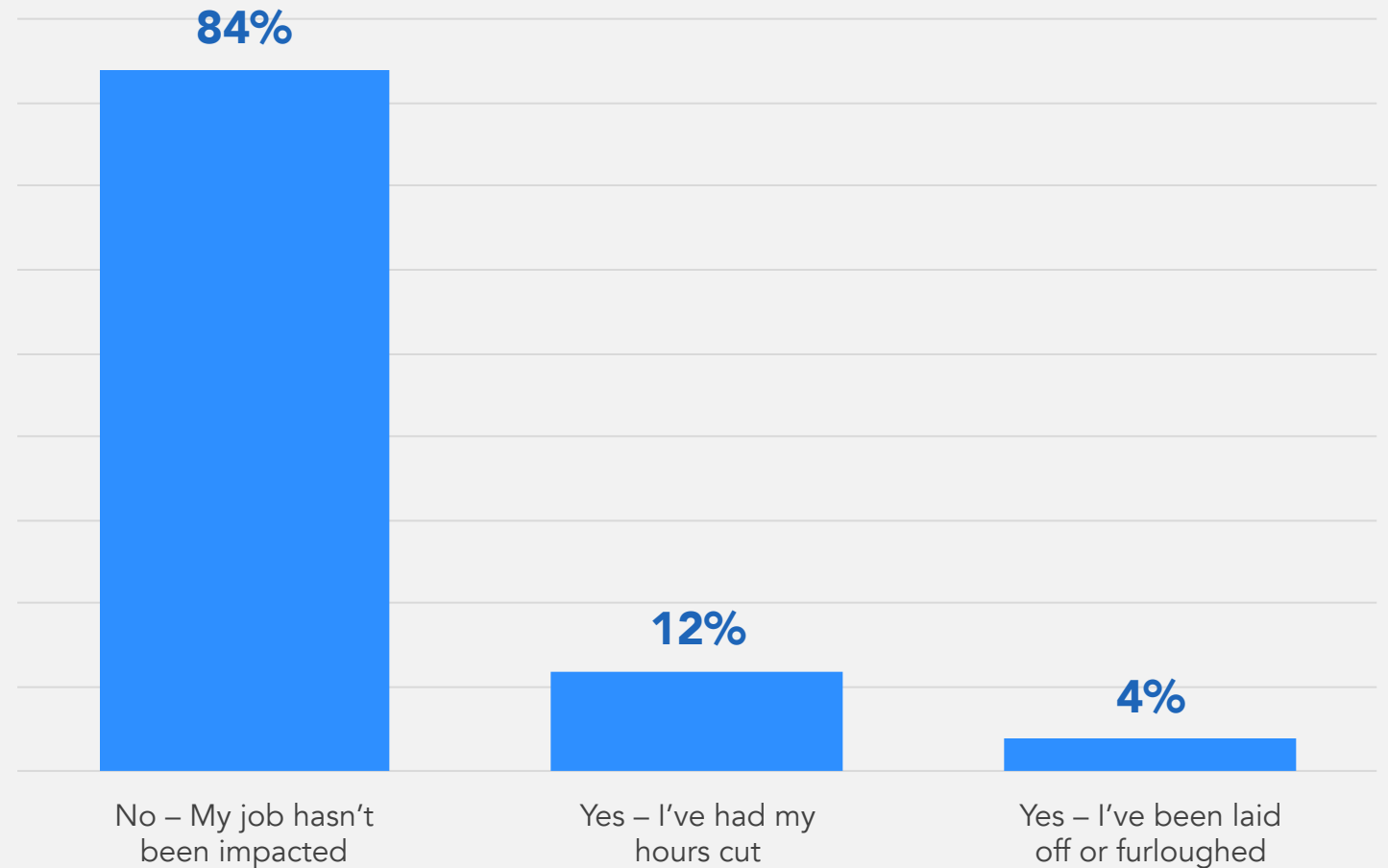
# CLEARED WORKERS

## High Virus, Low(er) Impact

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Has COVID-19 impacted your current security-cleared job?



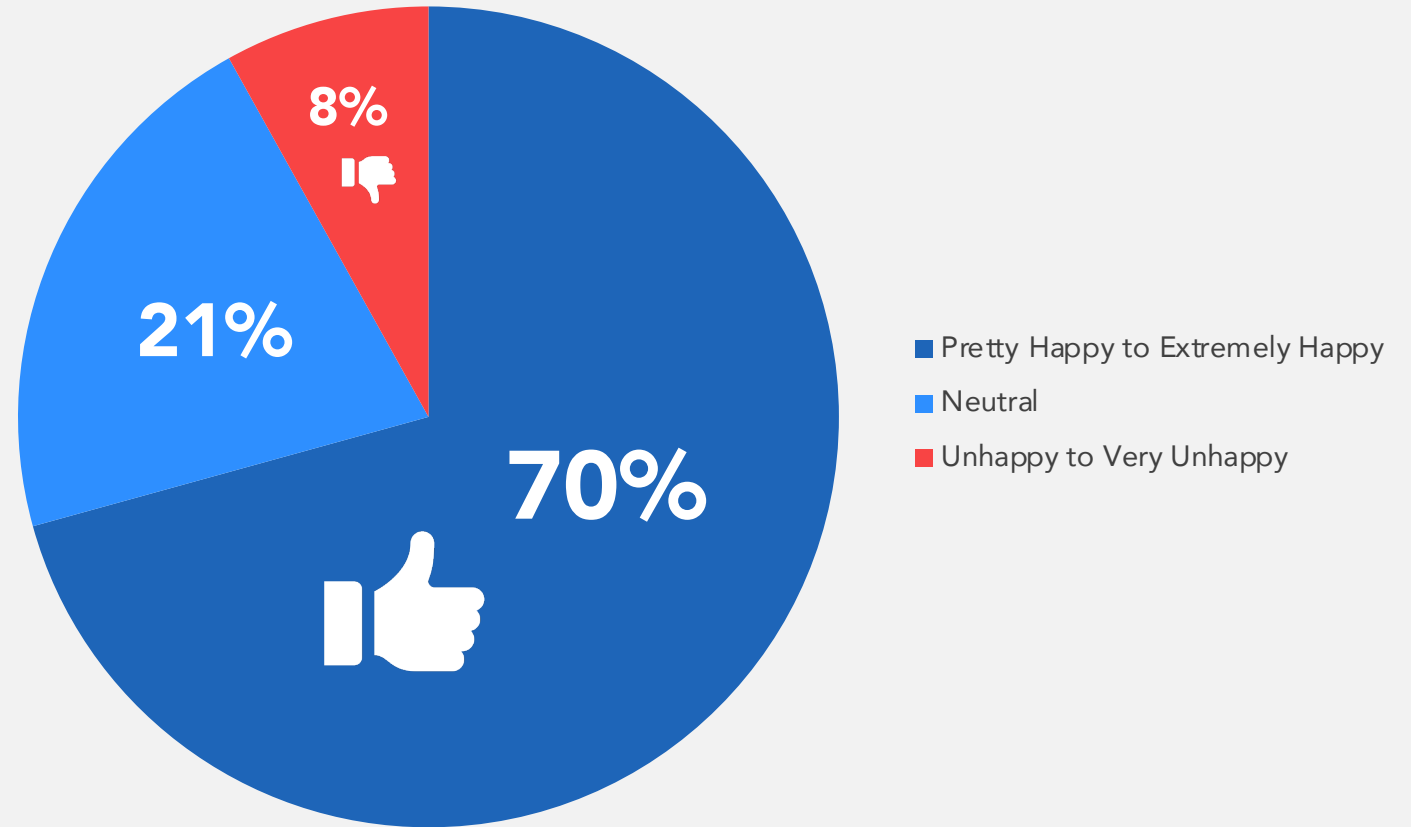
# CLEARED WORKERS

## Employers' Virus Response

In general, cleared workers have been happy with their employers' response to the pandemic, with 46% noting they were "extremely happy."

As the pandemic widens throughout the United States and more communities become affected, the highest ranked employers are keeping close tabs on their workers' physical and mental health. Finding opportunities for professional growth – even while working from home are important.

How happy are you with your company's pandemic response?





# CLEARED HIRING

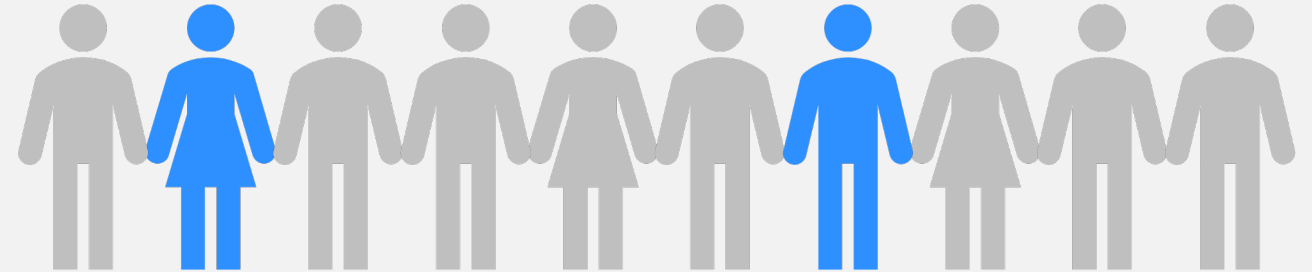
## A Tough Job Gets Tougher

Even before the global pandemic, 81% of cleared professionals were passive, in cleared jobs, and happy with their work and pay.

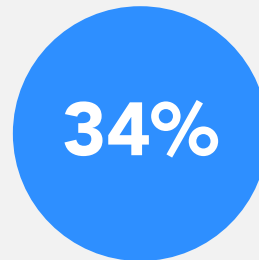
Now, 22% of cleared professionals say they aren't interested in job hunting, and 34% say they'll make a move – but only if the employer offers remote work.

An already small supply of security-cleared workers has gotten smaller.

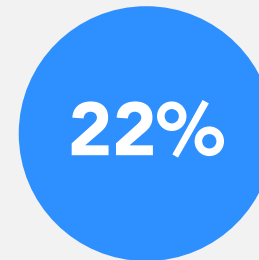
## ARE CANDIDATES LIKELY TO MOVE?



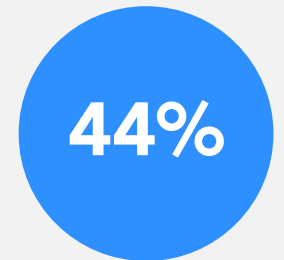
Only **19%** of cleared professionals are actively job-hunting



Of employed cleared professionals are open to new jobs, but only if remote work is available



Of employed cleared professionals are delaying their job search plans for 6-12 months



Of employed cleared professionals said the pandemic doesn't affect their present job change plans

# CLEARED HIRING

## A Tough Job Gets Tougher

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## UNEMPLOYED CLEARED WORKERS

How has the pandemic changed your cleared job search?

49%

The pandemic hasn't altered my job hunting plans or schedule

26%

I'll need to learn about personal safety measures before I accept a new job

25%

I'm less motivated to look for a new job, even though I'm unemployed



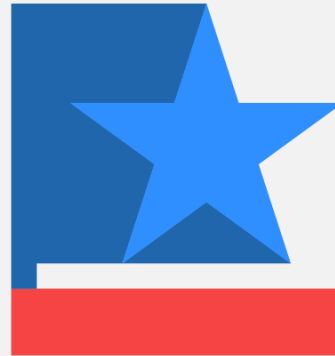
# CLEARED HIRING

## A Tough Job Gets Tougher

You're not just competing with other defense industry contractors and federal agencies for talent – you're also competing with the U.S. military.

With transitioning service members often making up the largest portion of the cleared candidate pool, losing thousands of potential candidates to voluntary recall or National Guard activation will have immediate impacts on cleared employers' talent supply.

## FEWER TRANSITIONERS AND MILITARY



- ✓ Reservists and National Guardsmen are being activated for healthcare and national security missions
- ✓ March executive order allows some servicemembers to be recalled for to active duty
- ✓ 15,000 service members expressed interest in rejoining the service for pandemic response



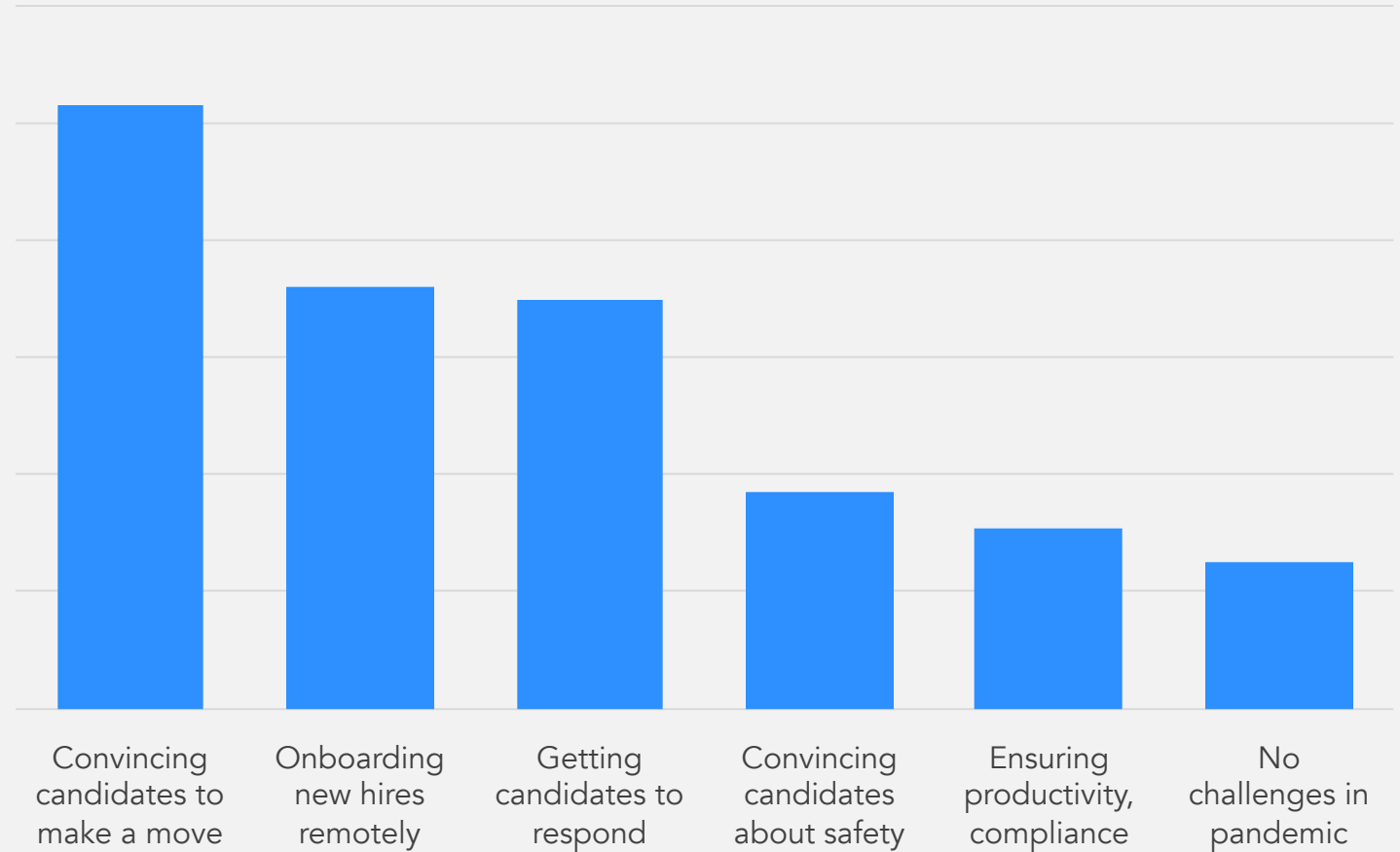
# NEW WORLD

## Employer Challenges

As we talk to cleared employers, it's not surprising that the biggest challenge encountered is getting candidates to leave a job and come to their workplace in the pandemic.

Onboarding new employees remotely and candidate responsiveness are also big concerns. The pandemic has changed everyone's responsiveness. Working from home, summertime, and kids homeschooling means workers' time is divided – more than ever before.

As a recruiter, what has been your biggest challenge during the pandemic?



# CLEARED HIRING

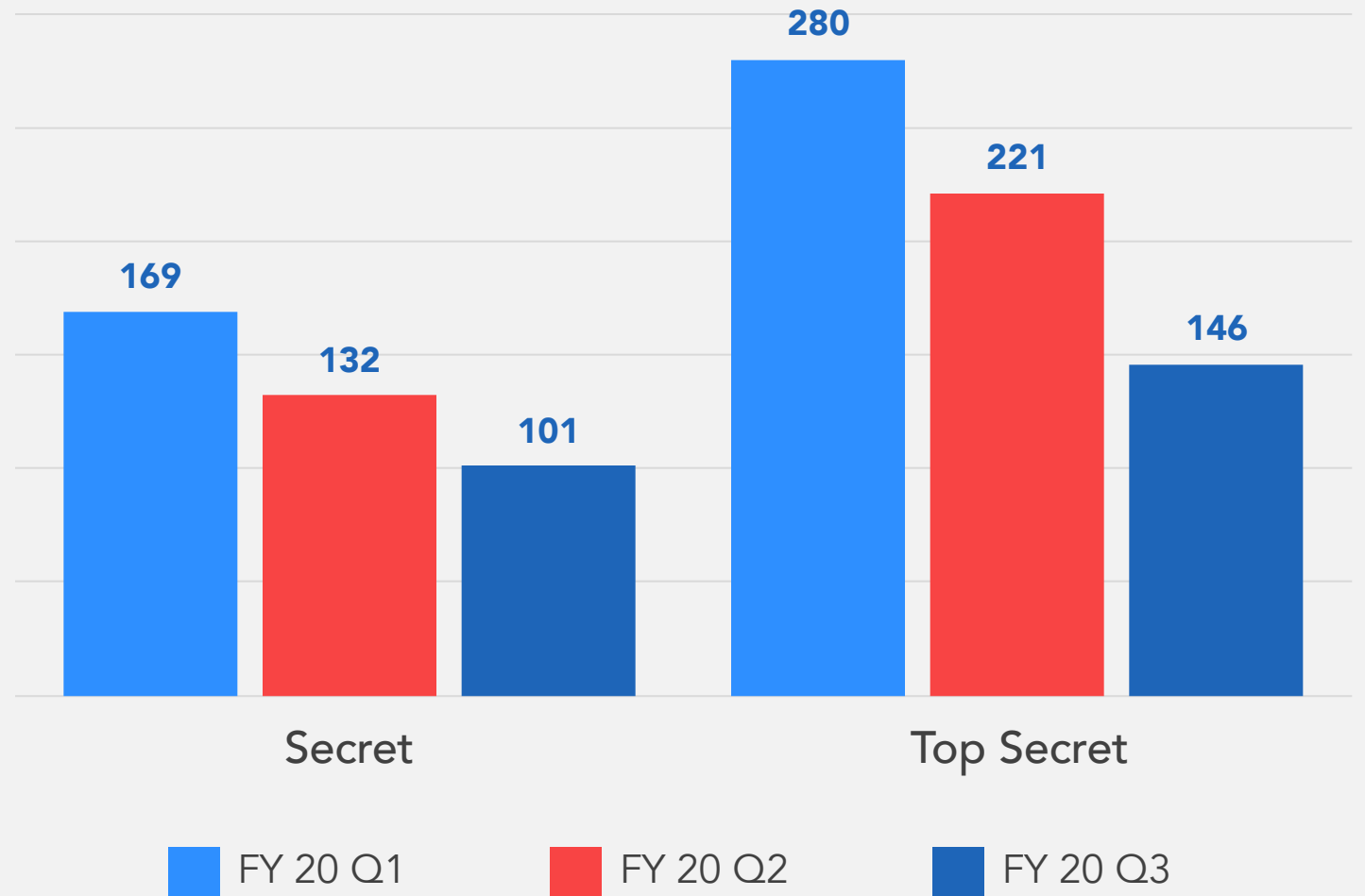
## The Good News

On a positive note, the DoD has taken back the bulk of clearance processing duties and noted marked improvements on end-to-end processing times. The Defense Counterintelligence and Security Agency has only 205,000 backlogged cases to investigation as of July – a number well within acceptable ranges for the agency.

With 2.2 million clearance holders enrolled in continuous evaluation, ongoing impact of old periodic reinvestigations will lessen.

## DoD/INDUSTRY CLEARANCE PROCESSING TIMES

\* Fastest 90% of cases



# WORKER CONCERNS

## Expected Concerns Voiced

Most security-cleared professionals are concerned with staying healthy and avoiding the Coronavirus. Secondly, employees noted concerns with back-to-work plans, including when and how it would be implemented.

A smaller, but still substantial number of cleared workers expressed concern with their job security, pay/salary, possible furloughs, and layoffs.

Less frequent concerns revolved around travel and future career plans.

What is your single greatest work-related concern right now?





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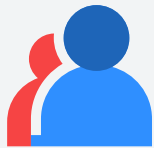
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