

COMPENSATION FOR CLEARED CANDIDATES IN THE U.S. MIDWEST





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ILLINOIS, INDIANA, IOWA, KANSAS, MICHIGAN, MINNESOTA, MISSOURI, NEBRASKA, NORTH DAKOTA, OHIO, SOUTH DAKOTA, WISCONSIN

Gone are the days when the Midwest was simply a flyover zone between Washington D.C and California. With a lower cost of living and commutes that don't kill your joy, the Midwest has strong career opportunities for cleared candidates. Midwest weather may be known for its mood swings, but its contracting opportunities are steadily growing in national security.

From military hubs like Wright Patterson Air Force Base in Ohio and Fort Leonard Wood in Missouri to the National Geospatial Intelligence Agency in St. Louis, cleared professionals have a diversity of career opportunities and compensation to find in the Midwest. And defense contractors like The Boeing Company, Northrop Grumman, Textron, or OshKosh Defense, are spread out throughout the region.

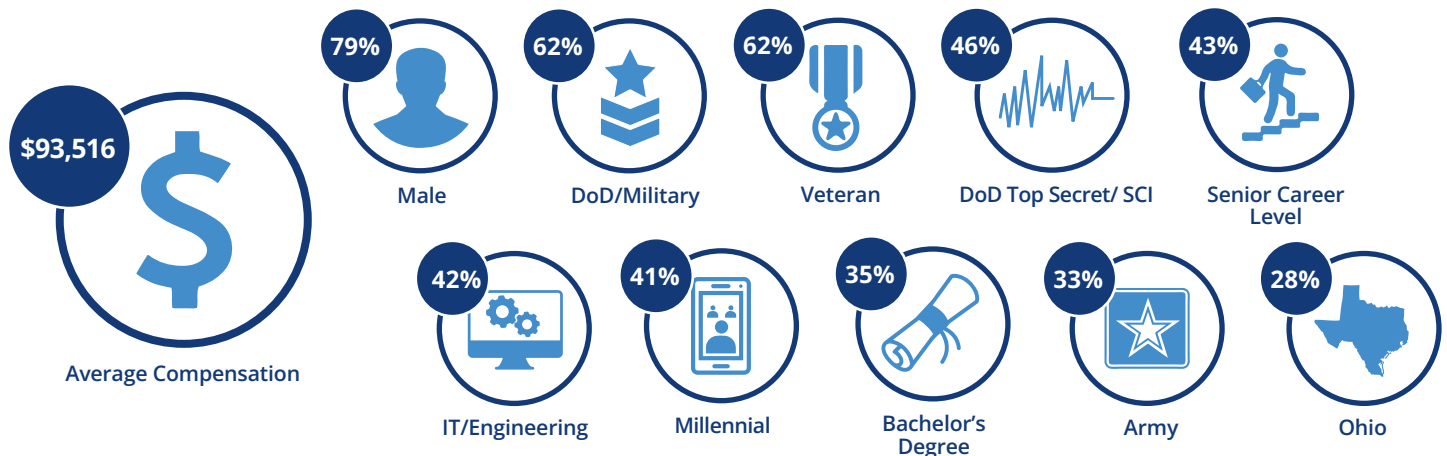
Average total compensation in the Midwest is \$93,516. According to the 2022 Security Clearance Compensation Report, the national cleared workforce experienced a 1.3% decrease in compensation this past year, but the Midwest instead, had a .2% increase. While average total compensation in the Midwest is over \$7,000 less than the total cleared population, median home prices in the Midwest are \$372,700, which is significantly less than prices in the Northeast or West. States like Ohio and Kansas have average home prices well below that.

Total Compensation

	2020	2021	% Change
Average Total Compensation	\$93,367	\$93,516	0.2%

THE MIDWEST AT A GLANCE

KEY DEMOGRAPHICS OF CLEARED EMPLOYEES



Clearance and Compensation Levels

Clearance level isn't the only way to determine how to earn top dollar in national security. But historically, salaries for Top Secret/SCI and intelligence jobs have held strong - despite shifts in the overall market. Fluctuations year-over-year for clearances are a key indicator that the biggest factors for compensation are education,

experience, and location. It's worth noting that the compensation jump between Secret and Top Secret/SCI is almost \$15,000. And those in the Intelligence Community pull in around \$25,000 more than DoD Secret.

Total Compensation by Clearance

	2020	2021	% Change
Dept of Defense Confidential	\$94,777	\$81,461	-14%
Dept of Defense Secret	\$84,878	\$85,641	1%
Dept of Defense Top Secret	\$101,164	\$98,956	-2%
Dept of Defense Top Secret/SCI	\$98,442	\$100,429	2%
Dept of Energy (Q or L)	\$107,846	\$99,584	-8%
Intelligence Agency (CIA, FBI, NSA)	\$111,406	\$110,949	0%
Dept of Homeland Security	\$98,730	\$104,686	6%
Public Trust	\$74,873	\$78,125	4%
Other Government Agency	\$93,538	\$89,891	-4%

Experience and Education Compensation Levels

Most individuals feel like compensation grows slowly, but from zero to five years yields high returns in the Midwest. Early career employees earn around \$9,000 more than entry level, and

at five years or more experience, compensation jumps up another \$12,000, proving that experience is a critical driver in the salary formula.

Compensation by Career Level

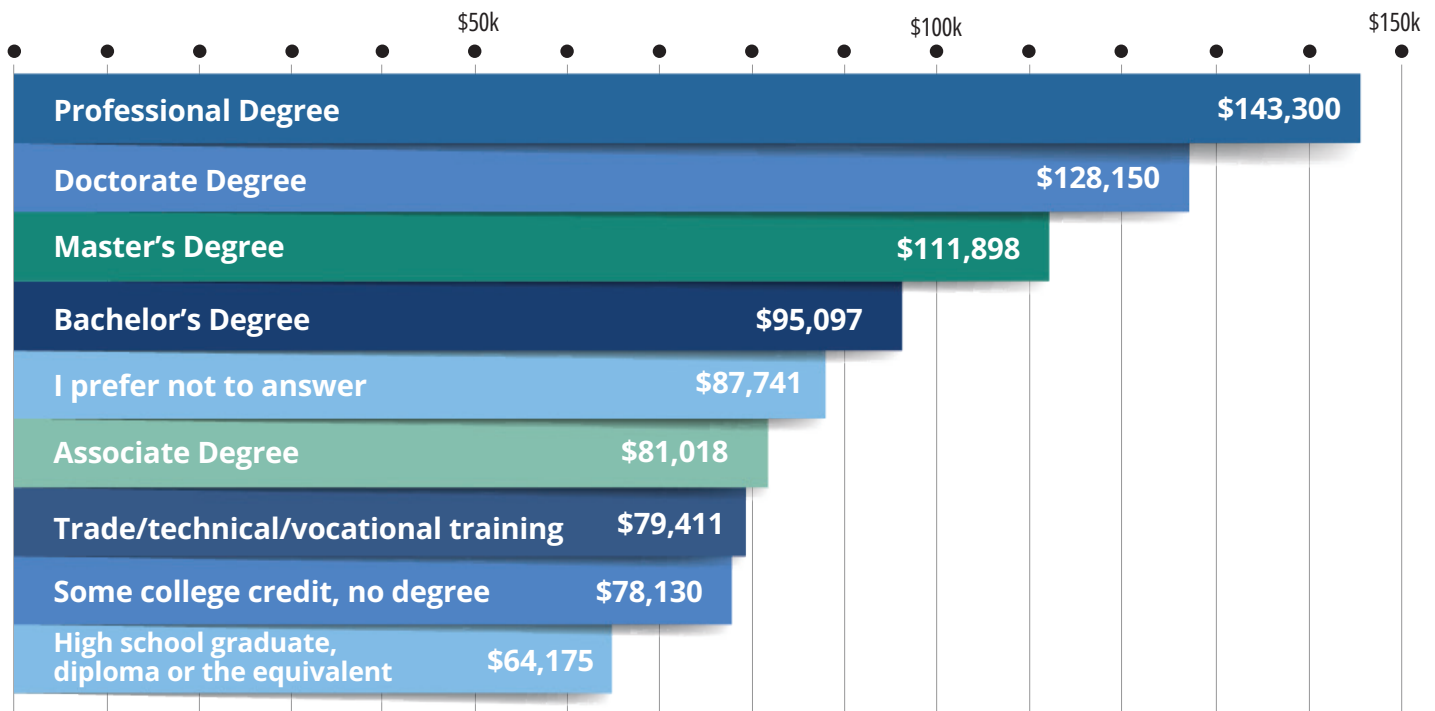
	2020	2021	% Change
Entry Level (less than 2 yrs experience)	\$55,941	\$57,198	2%
Early Career (2+ yrs experience)	\$63,905	\$66,344	4%
Mid Level Career (5+ yrs experience)	\$75,260	\$78,847	5%
Senior Level Career (10+ yrs experience)	\$103,638	\$103,882	0%
Management (Manager/Director of Staff)	\$123,114	\$127,737	4%
Executive (SVP, EVP, VP)	\$150,125	\$176,462	18%
Senior Executive (President, CEO)	\$118,732	\$119,417	1%

While a bachelor's or master's degree pays almost \$10,000 less in the Midwest than other higher-paying regions, it's still a salary boost for respondents. Respondents who pursued a master's in the Midwest earned on average \$16,801 more than those with a bachelor's. Using GI Bill benefits, veterans transitioning from military hubs in the

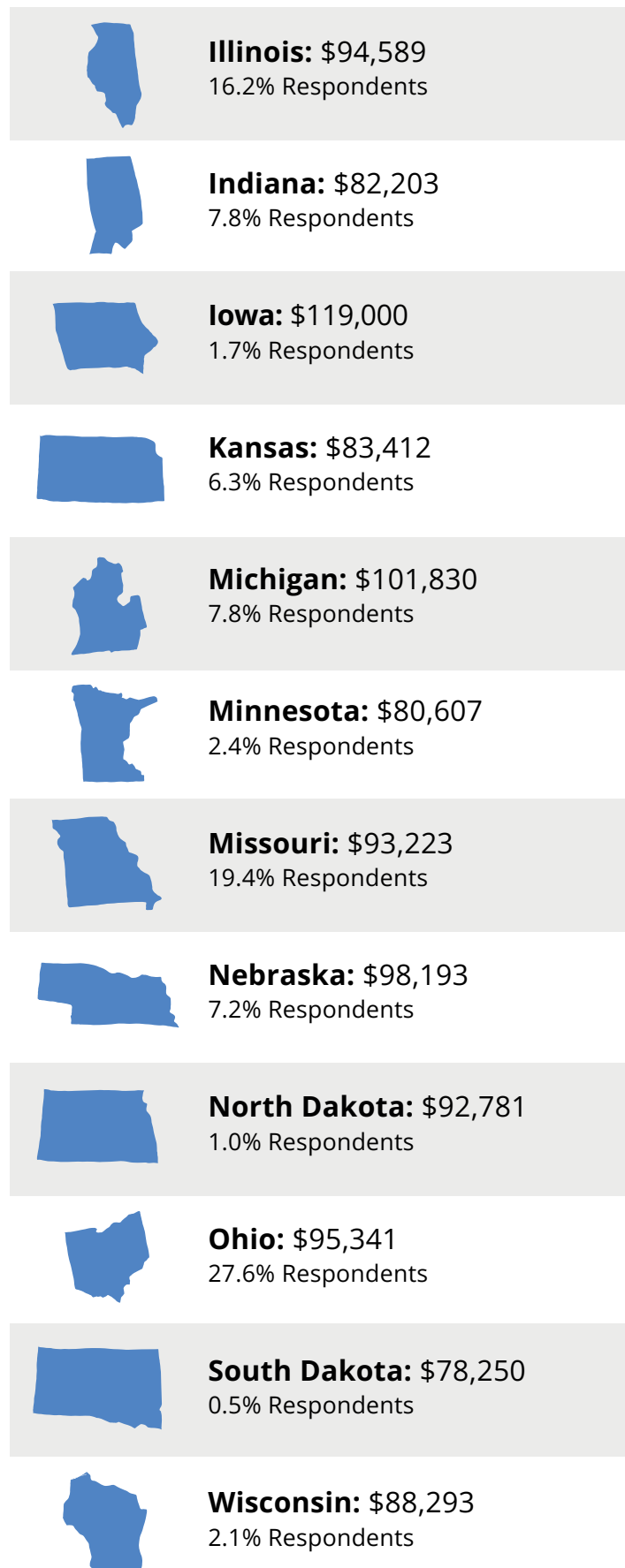
Midwest have great options for reskilling into a career in national security.

Another way to get higher compensation is to add a certification - or two - to the resume. In the Midwest, 55% have at least one certification, earning over \$13,000 more than those who don't have any certifications.

Compensation by Education Level



Average Compensation by State

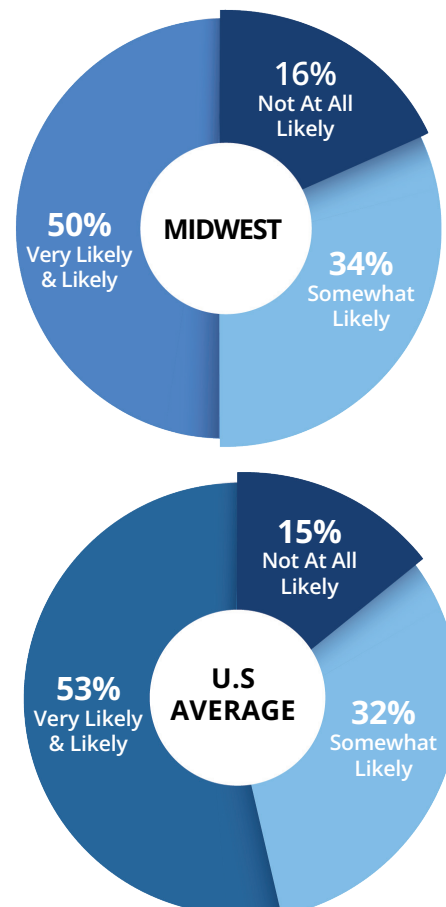


While the majority of respondents in the Midwest hail from the Buckeye State, cleared hubs continue to grow throughout the region. While averages fluctuate from state to state, candidates can expect salaries to trend in the \$90,000 range, depending on the role or specific location. Entry and early career candidates can find reasonable housing prices and many career options in the Midwest, making it a great place to grow a cleared career.

Job Hopping in the Midwest

A stoic response is common to Midwesterners, but a lack of highs and lows on their thoughts about a job doesn't mean no one is ready to jump ship soon. Coming in just under the national average, 50% of Midwesterners are ready to look for greener pastures. The Midwest can present challenges for cleared professionals looking to branch out their career from an anchor military installation or career field. But that changes each year, with the number of cleared candidates in states like Michigan growing year-over-year.

Likelihood of changing jobs/employer in the next year



TOP 10 HIGHEST PAYING JOBS IN THE WEST

Engineering, software development, and cybersecurity are in the top five of the highest paying jobs in the Midwest, with project and program management coming in second. It's important to note that even with a lower cost of living, careers in the Midwest can regularly hit the six-figure salary mark. Top dollar salaries go a lot farther in the Midwest. When the world retreats during a quarantine, wide, open comfortable landscapes are preferable to cramped city spaces.

JOB	AVERAGE COMPENSATION
Systems Engineering	\$131,395
Project and Program Management	\$119,984
IT Software	\$112,848
Chemical Engineering	\$107,755
Cybersecurity	\$105,583
Business Sales	\$103,118
Mechanical Engineering	\$101,702
Aerospace and Aviation	\$100,419
Military and Law Enforcement	\$99,866
Finance	\$99,108

Career opportunities abound in the spacious prairies, plains, and cities of the Midwest, but the region itself also has plenty to offer. The Midwest is consistently ranked as the best area to raise a family, and the lower cost of living and short commute times help make it a great place

to live, too. Great communities, friendly people, and open landscapes make the Midwest an ideal place to live and work. Whether you're looking for work or candidates, it's worth expanding your search to the expansive spaces of the Midwest.



Want to do work that matters?

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IMPORTANT INFORMATION ABOUT OUR SURVEY

The 2022 Security Clearance Compensation Survey was administered online by ClearanceJobs from September 17, 2021 and December 31, 2021. In 2021, there were 52,028 survey participants, an increase of 14% over the 2020 survey. After excluding survey respondents without a security clearance, unemployed, active-duty military, students, those whose compensation was below \$18,000 or above \$300,000, and finally incomplete or duplicate questionnaires, there remained 24,089 usable responses in 2021. ClearanceJobs studied the following five regions across the United States: northeast, southeast, midwest, southwest, and west.

The midwest region had 1,431 usable responses. Survey results are compared to the 1,266 usable responses captured in 2020 that followed the same parameters.

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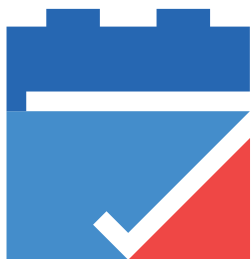
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