

# COMPENSATION FOR CLEARED CANDIDATES IN THE U.S. NORTHEAST





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CONNECTICUT, DELAWARE, DISTRICT OF COLOMBIA, MAINE, MARYLAND, MASSACHUSETTS, NEW HAMPSHIRE, NEW JERSEY, NEW YORK, PENNSYLVANIA, RHODE ISLAND, VERMONT.

The Northeast has a lot to offer cleared candidates. From Maine down through Massachusetts, Rhode Island, Connecticut, New Hampshire, Vermont, New York, Pennsylvania, New Jersey, Delaware, and ending in Maryland and the District of Columbia, clearance holders have a lot of opportunities throughout the Northeast. If you want to spend your cleared career steeped in history, the Northeast is for you. From Boston Harbor to the Nation's Capital, the Northeast can boast being both the epicenter of our government today and the home of the first spy rings and global ambassadors.

While residents of the Northeast experience every season, with snowy winters, luscious springs, hot summers, and gorgeous fall colors, the area does come with a price tag. The region has a higher cost of living and a median home price of \$615,900.

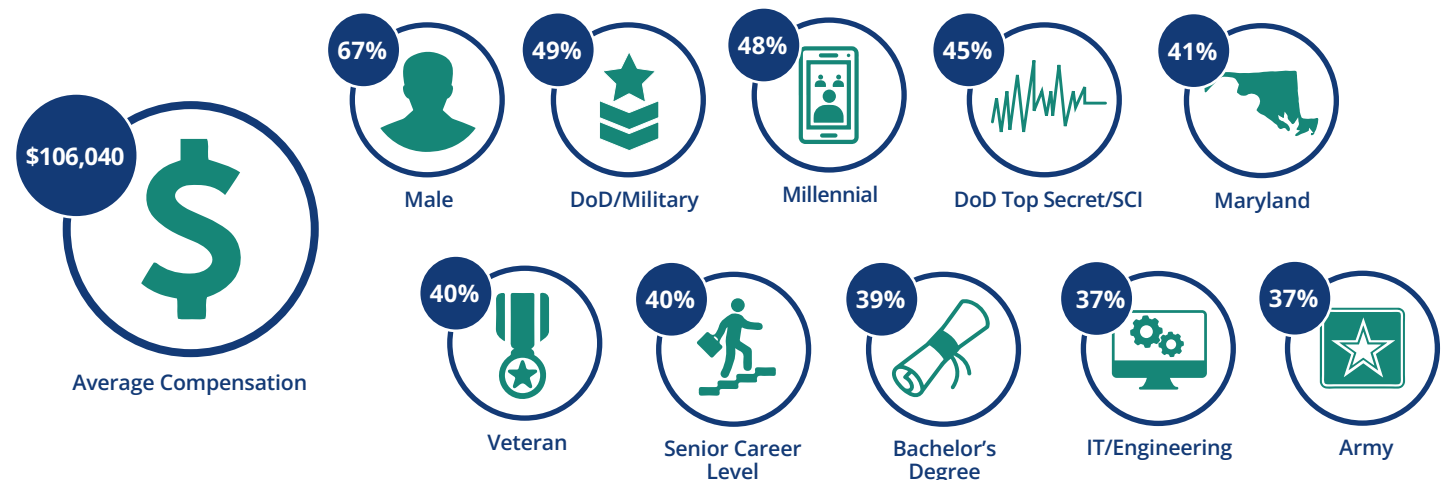
Average compensation in the Northeast experienced a 1% decrease from 2021, according to the results of the 2022 Security Clearance Compensation Report. The decrease is actually less than the rest of the country, pointing to the stability that comes with a diverse range of jobs and the anchors of Maryland and D.C. Average total compensation was \$106,040, which is \$4,645 higher than the national average. With home prices and inflation at higher levels in the Northeast, it's no surprise that the region consistently offers candidates higher compensation to match.

### Northeast Total Compensation

	2020	2021	% Change
Average Total Compensation	\$107,254	\$106,040	-1%

## THE NORTHEAST AT A GLANCE

### KEY DEMOGRAPHICS OF CLEARED EMPLOYEES



### Clearance and Compensation Levels

Only 40% of Northeast respondents are veterans, compared to 54% in the rest of the country. Moving from service member to defense contractor is a natural switch for many, but the Northeast proves that it's not the only way to get into a national security job. The intelligence community also has a higher representation in the Northeast - no surprise with Maryland and D.C. anchoring the region.

Regardless of clearance level, cleared employees in the Northeast still pull in a higher salary. While a Secret clearance doesn't garner a six-figure salary in the Northeast, it still compensates \$5,451 more than the national average - proving that clearance levels alone don't determine compensation. Location is a key factor.

### Total Compensation by Clearance

	2020	2021	% Change
Dept of Defense Confidential	\$91,269	\$100,122	10%
Dept of Defense Secret	\$92,134	\$92,122	0%
Dept of Defense Top Secret	\$110,809	\$107,973	-3%
Dept of Defense Top Secret/SCI	\$116,598	\$115,334	-1%
Dept of Energy (Q or L)	\$117,841	\$114,039	-3%
Intelligence Agency (CIA, FBI, NSA)	\$124,895	\$126,224	1%
Dept of Homeland Security	\$105,235	\$109,960	4%
Public Trust	\$83,561	\$92,025	10%
Other Government Agency	\$109,607	\$104,654	-5%

## Average Compensation by State

In a year of slight dips in compensation, senior or management level professionals were the only ones who experienced them in 2021. All other career levels in the Northeast actually had compensation increases. With 40% of respondents

in the senior-level, however, that slight dip had an impact on the average. Despite the year-over-year dip, being experienced still pays - compared to other regions, senior-level candidates in the Northeast earn \$5,000-\$18,000 more.

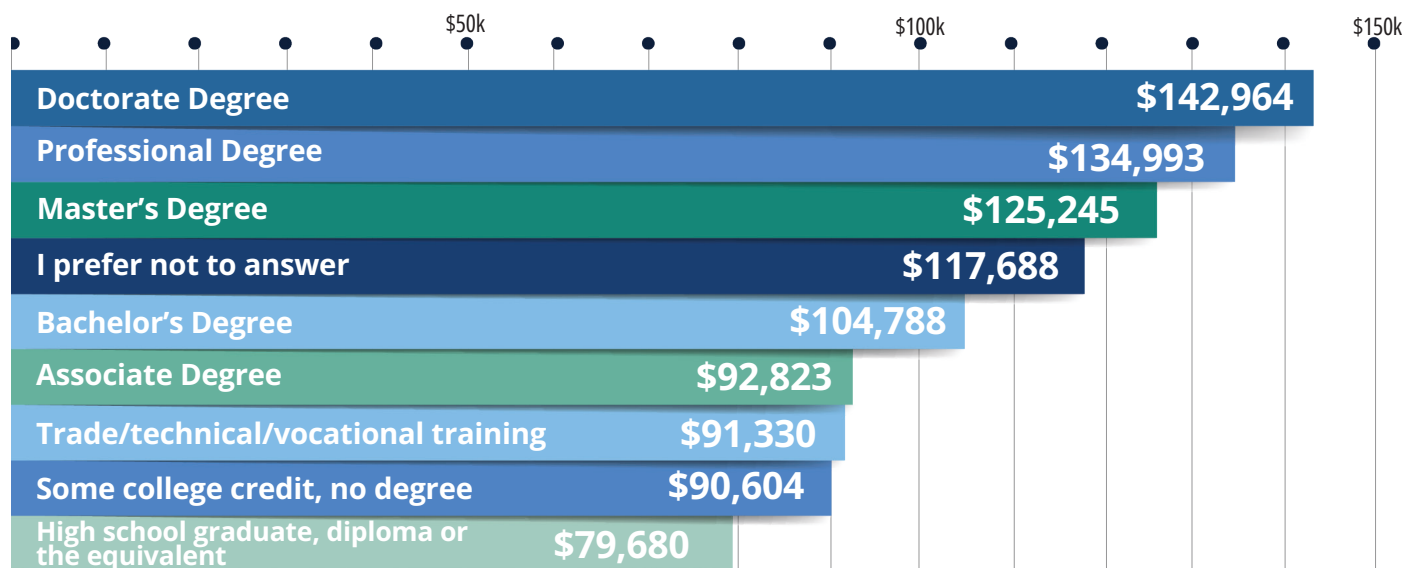
## Compensation by Career Level

	2020	2021	% Change
<b>Entry Level (less than 2 yrs experience)</b>	\$60,314	\$62,356	3%
<b>Early Career (2+ yrs experience)</b>	\$73,229	\$74,491	2%
<b>Mid Level Career (5+ yrs experience)</b>	\$91,061	\$93,337	2%
<b>Senior Level Career (10+ yrs experience)</b>	\$119,719	\$118,337	-1%
<b>Management (Manager/Director of Staff)</b>	\$144,383	\$144,345	0%
<b>Executive (SVP, EVP, VP)</b>	\$179,200	\$192,539	7%
<b>Senior Executive (President, CEO)</b>	\$179,119	\$187,878	5%

## Compensation by Education Level

From long standing, Ivy League schools to state colleges, the Northeast is filled with education options. It's no surprise that the Northeast has the highest percentage of respondents (67%) with an undergraduate degree or higher. And when it comes to national security-focused degrees, cleared candidates have a number of private and state schools at their disposal.

Not only does it pay more to be educated in the Northeast, but it also pays more to have a certification. While only 49% answered yes to having at least one certification, the Northeast pays cleared and certified candidates \$9,000-\$15,000 more.





## Average Compensation by State



**Connecticut:** \$108,176  
1.6% Respondents



**Delaware:** \$96,903  
0.5% Respondents



**District of Columbia:** \$109,163  
35.1% Respondents



**Maine:** \$88,749  
0.6% Respondents



**Maryland:** \$106,876  
41.0% Respondents



**Massachusetts:** \$113,197  
5.2% Respondents



**New Hampshire:** \$116,679  
1.0% Respondents



**NEW JERSEY:** \$104,935  
3.8% Respondents



**NEW YORK:** \$93,332  
4.4% Respondents



**PENNSYLVANIA:** \$89,294  
5.6% Respondents



**RHODE ISLAND:** \$86,489  
1.2% Respondents



**Vermont:** \$67,750  
0.1% Respondents

Each state in the Northeast plays a different role in national security. Not surprisingly, Maryland makes up 41% of respondents, with D.C. coming in second place at just over 35%. But other states have growing populations in the Northeast: Pennsylvania, Massachusetts, New Jersey, and New York. The pandemic has seemingly led to a shifting landscape in the Northeast, with an almost 3% drop in D.C., and a .5% increase in both New York and New Jersey, as well as a 1% bump for Massachusetts and Pennsylvania. Maryland remained steady, but the reality is that candidates with a clearance can find other high paying sectors throughout the Northeast - there's just more winter to weather each mile north of the Mason-Dixon line.

## Job Hopping in the Northeast

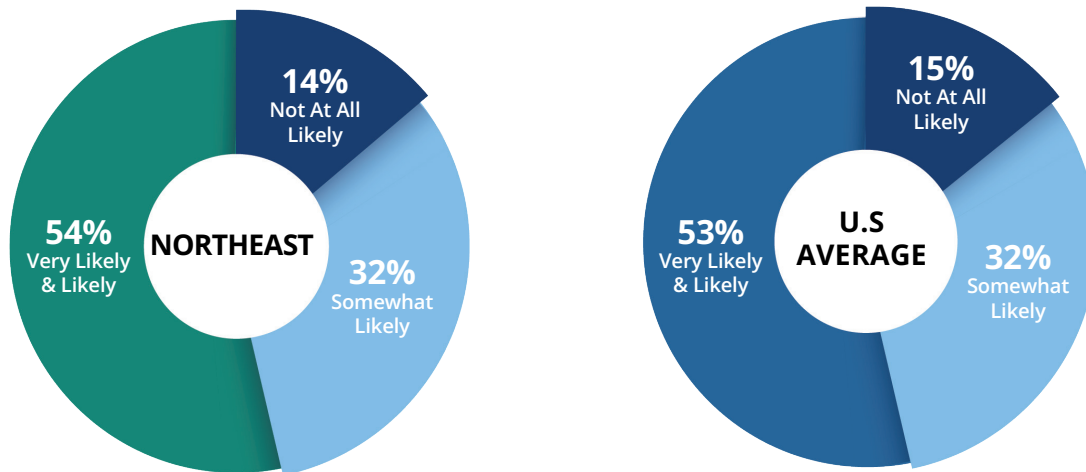
With some small states and some big opportunities, job hopping may be even easier in the Northeast, whether you're looking to shift to a new state or a new career. So, it's not surprising that candidates in the Northeast are a little more likely to jump at new employment opportunities.

Respondents unwilling to jump ship earn approximately \$16,000 more than those who are actively searching for the next opening.

And while remote work options or job satisfaction play a role, compensation is the missing link in the retention puzzle - especially in the Northeast where options abound for cleared candidates.



## Likelihood of changing jobs/employer in the next year



## TOP 10 HIGHEST PAYING JOBS IN THE NORTHEAST

In prior years, business sales professionals were the highest earners. But this past year, IT and engineering took four out of the five top spots, with project managers salaries coming in second. In a year of stutter-steps with re-opening, sales took a backseat role, and project performers were the stars. Candidates interested in earning six-figure salaries with a variety of options in national security will find a comfortable home in the Northeast. As the Pentagon increasingly spends more funding on updating legacy systems, systems and software engineers will continue to see rising compensation.

JOB	AVERAGE COMPENSATION
IT-Software	\$133,907
Project and Program Management	\$128,445
Data Science	\$127,845
Cybersecurity	\$123,700
Systems Engineering	\$123,108
Business Sales	\$122,150
Military and Law Enforcement	\$122,128
Database Administration	\$115,636
Healthcare and Science Research	\$115,387
IT Hardware	\$110,038

From tech hubs in Boston, New York, and New Jersey to contracting opportunities throughout the region, cleared candidates have options. And where there are options, there's recruiting competition, keeping compensation competitive. Regardless of the size of the state, each one offers opportunities in industry, government and

academia. From Bath Iron Works in Maine to BAE Systems in New Hampshire to Lockheed Martin in Maryland, every state in the Northeast offers cleared opportunities that play a vital role in national security.



# Employer Branding Helps Hiring

Effective branding can result in a 1-2x reduction in time-to-hire.

**95%** OF CANDIDATES IDENTIFY A COMPANY'S REPUTATION AS A KEY CONSIDERATION WHEN EXPLORING NEW CAREER OPPORTUNITIES.

**93%** OF CANDIDATES SPEND AT LEAST 10 MINUTES RESEARCHING A PROSPECTIVE EMPLOYER'S BRAND

**69%** OF CANDIDATES WILL REJECT A PROSPECTIVE EMPLOYER IF THEY HAVE A BAD REPUTATION

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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 northeast region had 5,249 usable responses. Survey results are compared to the 4,658 usable responses captured in 2020 that followed the same parameters.

# ClearanceJobs®

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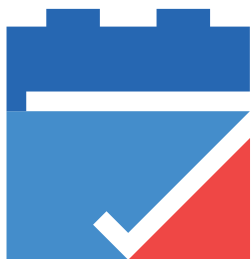
**ClearanceJobs** is your all-in-one recruiting solution. Much like a CRM, our unique system lets you target top candidate leads, converting cool passives to active candidates ready to make a move—to your company.

## STRUGGLING TO HIRE? TRY OUR SOURCING SERVICES



**ClearanceJobs Sourcing Services** matches you with a dedicated recruiting team that actively sources engaged cleared candidates, reviews their skills, and performs phone screens—all in a cost-efficient way, so you can make the best hires within your budget.

## CHECK OUT CLEARANCEJOBS CAREER EVENTS



Our **career events** are turnkey—scheduled, organized, and advertised to deliver prime cleared candidates for you in person and virtual. Simply show up! With over 20 career fairs held each year throughout the country, ClearanceJobs Career Events is the leading producer of career fairs catering to security-cleared professionals.

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