ClearanceJobs®

2024 CLEARED RECRUITING GUIDE:

METRIC CITY FOR HIRING CLEARED TALENT

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Recruiters are vital to every company's success, especially in the government contracting sector. The phrase "Our people are our biggest resource" isn't just a cliché; it's a fundamental truth in this industry.

However, the current cleared job market is challenging. Attracting and hiring talent has become increasingly difficult, with a shortage of candidates for available positions, leading to longer and more strenuous hiring processes.

To determine if your team is effectively navigating these market demands, it's essential to establish meaningful metrics. Comparison can be a powerful tool for improvement. The ClearanceJobs 2024 Recruiting Survey gives insights on how recruiting professionals function in the cleared community. From recruiting metrics to best practices, it's important to have the right data to make future decisions.

BUILDING THE RIGHT RECRUITING TEAM

Recruiting teams in the cleared job market are evolving, and organizations prefer different team structures. Whatever optimizes hiring and is effective is the way to go for your own team.

No matter the structure[1] , the survey shows they are working well. A solid 74% of respondents say their team setup helps manage burnout. Even better, 79% believe it helps track candidates and shorten hiring timelines.

However, there are still challenges. About 55% of recruiters report overlap in reaching out to the same candidates. Plus, 50% notice silos within their teams, up from 40% last year. Tackling these issues will be key to improving efficiency and teamwork.

Is the team structure effective in managing burnout?

74% YES	10% Not Sure/Don't Know	16% NO

Does your team structure help you track candidates and reduce hiring timelines?

79% YES	5% Not Sure/Don't Know	16% NO

Do you have overlap among recruiters with reaching out to the same candidates in the talent pool?

55% YES	5% Not Sure/Don't Know	40% NO

Do you find there are silos in your recruiting teams?

50% YES	7% Not Sure/Don't Know	43% NO

Do you use external sourcing services?

60% YES	3% Not Sure/Don't Know	36% NO

A good team structure is crucial in today's tough job market. Keep fine-tuning how your team works - it's the key to hiring the right talent faster.

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[1]For a breakdown of recruiting team structures, see information about the survey at the end of the report.

AUTOMATION AND AI

Are you able to automate any part of your recruiting process? If you're among the 68% who said yes, you're already ahead of the game. With 26% still doing everything manually and 5% unsure about automation, it's clear that there's a growing trend toward embracing tech in recruitment.

Are you able to automate any percentage of your recruiting process?

| 68% YES	5% Not Sure/ Don't Know	26% NO

So, how much of your recruiting process can you actually automate? The survey shows a mixed bag: 29% of recruiters automate less than 25% of their tasks, while 40% have managed to automate between 25% and 49%. A more tech-savvy 17% have automated 50% to 69%, and an impressive 15% have automated over 70% of their recruiting workflow. Clearly, there's a wide range of adoption levels, but the trend is moving towards more automation.

What percentage of your recruiting process are you able to automate?

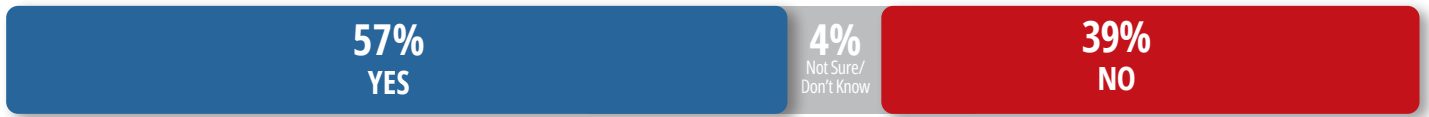| 29%	40%	17%	15%
Less than 25%	25% to 49%	50% to 69%	70% or more
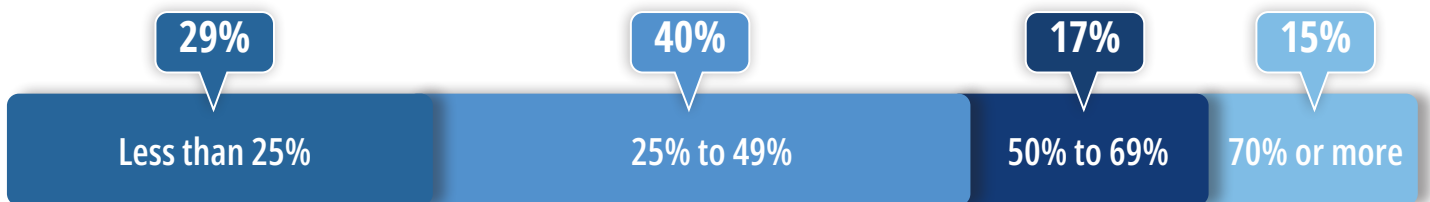
When it comes to automation features, recruiters have their preferences. Automated responses top the list at 24%, making it easier to keep candidates informed and engaged. Knockout questions are a close second at 22%, helping to quickly filter out unqualified applicants. Resume parsing and automatic candidate searches each snag 20%, proving that anything to streamline the search for the perfect candidate is valuable. Calendar and scheduling automation come in at 10%, rounding out the top must-have features.

- 2% Not Sure
- 2% Other
- 10% Calendar/Scheduling
- 20% Resume Parsing
- 24% Automated Responses
- 22% Knockout Questions
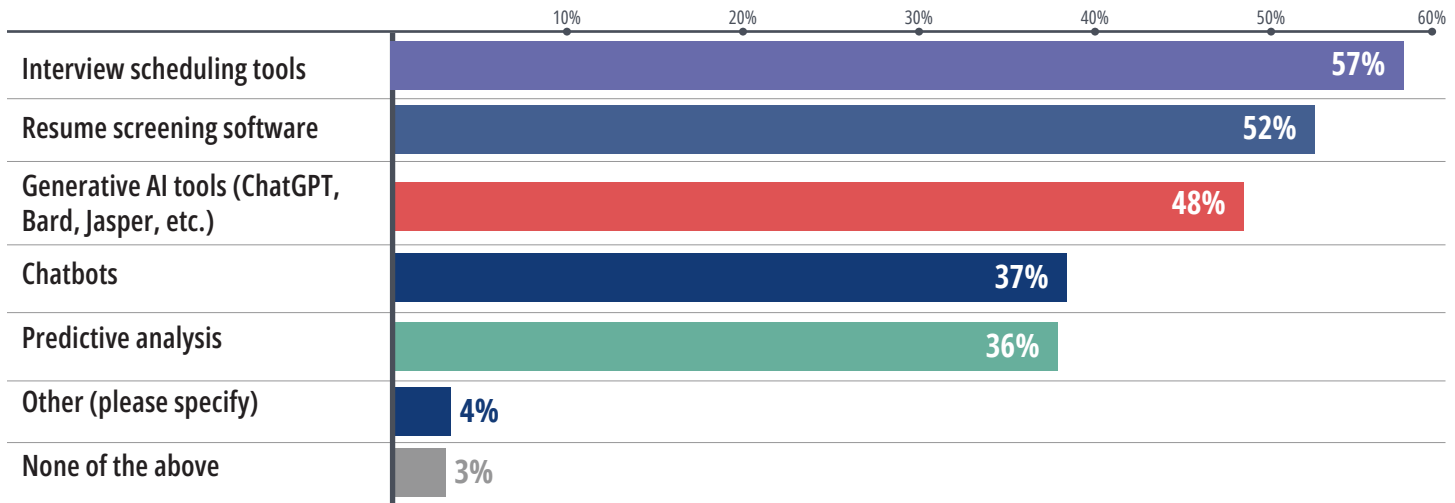- 20% Automatic Candidate Searches
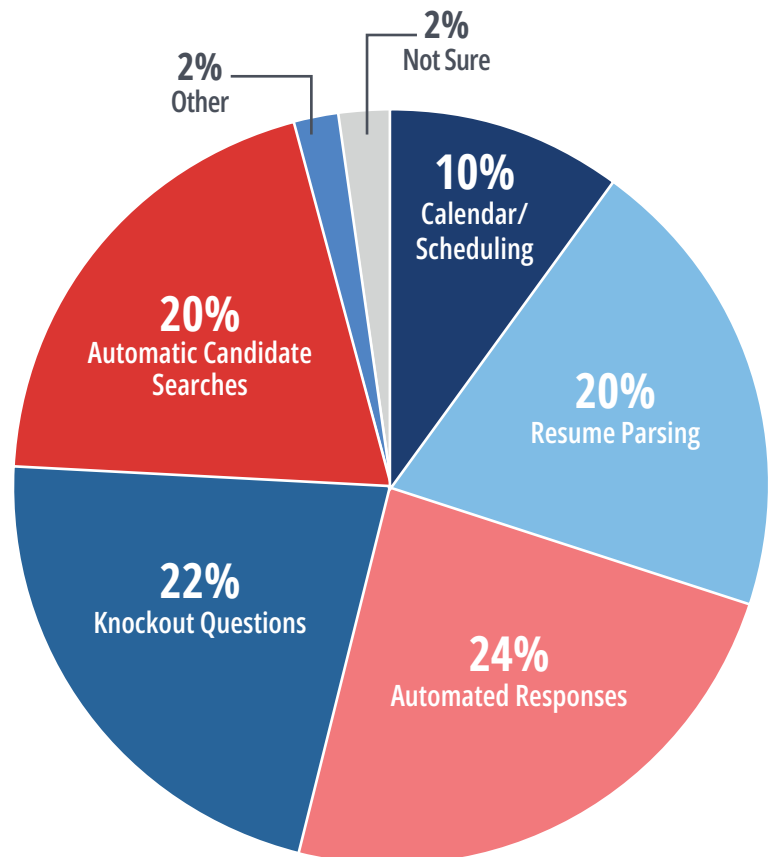
AI is making waves in recruitment, with 57% of recruiters already using it in their processes. Chatbots, resume screening software, and interview scheduling tools are among the most popular AI applications. Generative AI tools like ChatGPT are also gaining traction, used by 48% of recruiters. These tools are changing the game, making the recruitment process more efficient and effective.
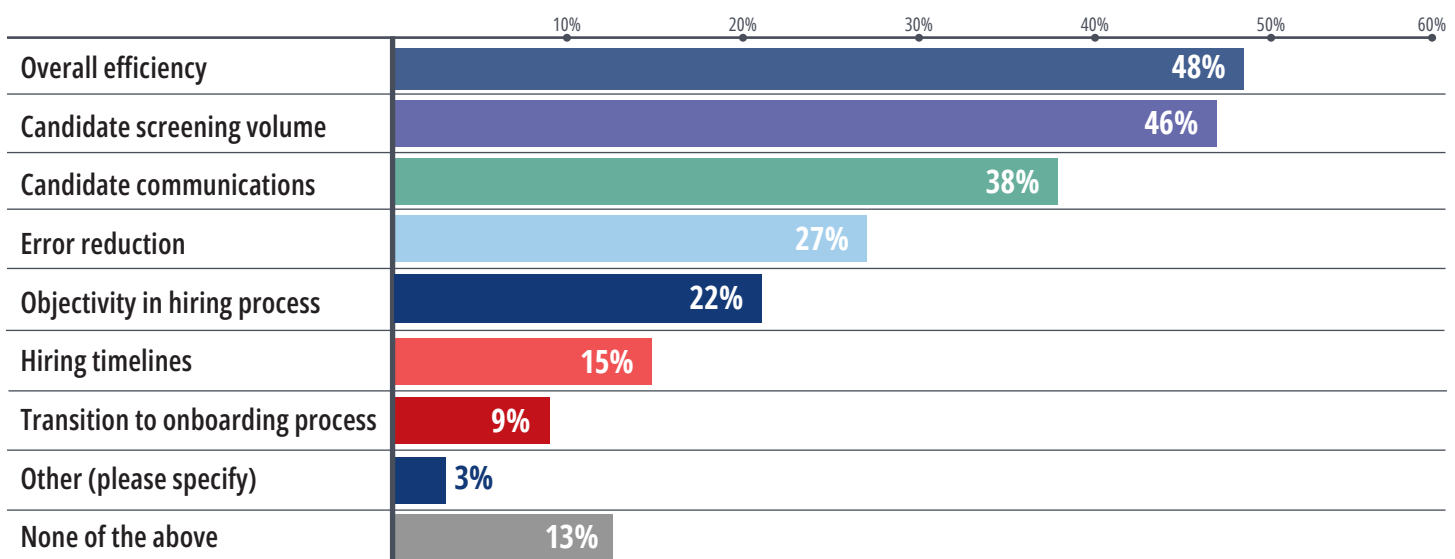
Have you ever used AI in the recruitment process?

57% YES	4% Not Sure/ Don't Know	39% NO

Which AI tools have you used in the recruitment process?

Tool	Percentage
Interview scheduling tools	57%
Resume screening software	52%
Generative AI tools (ChatGPT, Bard, Jasper, etc.)	48%
Chatbots	37%
Predictive analysis	36%
Other (please specify)	4%
None of the above	3%

How has AI and automation improved recruiting? The biggest benefits are seen in overall efficiency (48%) and candidate screening volume (46%). AI helps reduce errors (27%) and improves candidate communications (38%). Some recruiters (22%) even noted increased objectivity in the hiring process. However, there's still room for improvement, especially in areas like hiring timelines (15%) and transitioning to the onboarding process (9%).

How have AI tools/automation increased or improved the recruiting process?

Category	Percentage
Overall efficiency	48%
Candidate screening volume	46%
Candidate communications	38%
Error reduction	27%
Objectivity in hiring process	22%
Hiring timelines	15%
Transition to onboarding process	9%
Other (please specify)	3%
None of the above	13%

AVERAGE TIME TO FILL [2]

The data shows recruiters face different timelines for filling cleared positions, with tech roles often taking longer to secure the right candidate.

For all cleared positions, 23% are filled in 20 days or less, while 34% take 21 to 40 days. Another 23% require 41 to 60 days, and 9% fall into the 61 to 80-day range. Only a small fraction, 3%, take 81 to 100 days, with 5% stretching over 100 days, and 4% marked as N/A.

For cleared tech positions, the timeline varies by clearance level. Secret tech positions are most likely to be filled within 21 to 40 days (34%), while Top Secret/SCI tech positions take a bit longer, with 27% filled in that timeframe. Top Secret + Full Scope Poly tech positions are the trickiest, with 25% usually taking at least 41-60 days, and 14% taking over 100 days.

Internal office/staff positions show a quicker turnaround, with 25% filled in 20 days or less and 34% taking 21 to 40 days. Very few stretch beyond 60 days.

All Cleared Positions

20 Days or Less	21 to 40 Days	41 to 60 Days	61 to 80 Days	81 to 100 Days	Over 100 Days	N/A
23%	34%	23%	9%	3%	5%	3%

Cleared Tech Positions - Secret Clearance

20 Days or Less	21 to 40 Days	41 to 60 Days	61 to 80 Days	81 to 100 Days	Over 100 Days	N/A
22%	34%	16%	7%	4%	5%	12%

Cleared Tech Positions - Top Secret Clearance

20 Days or Less	21 to 40 Days	41 to 60 Days	61 to 80 Days	81 to 100 Days	Over 100 Days	N/A
16%	27%	24%	12%	4%	10%	8%

Cleared Tech Positions - Top Secret + Full Scope Poly

20 Days or Less	21 to 40 Days	41 to 60 Days	61 to 80 Days	81 to 100 Days	Over 100 Days	N/A
11%	15%	25%	13%	7%	14%	15%

Cleared Tech Positions - Other

20 Days or Less	21 to 40 Days	41 to 60 Days	61 to 80 Days	81 to 100 Days	Over 100 Days	N/A
14%	30%	20%	10%	8%	2%	16%

Internal (Office/Staff) Positions

20 Days or Less	21 to 40 Days	41 to 60 Days	61 to 80 Days	81 to 100 Days	Over 100 Days	N/A
25%	34%	19%	5%	3%	2%	13%
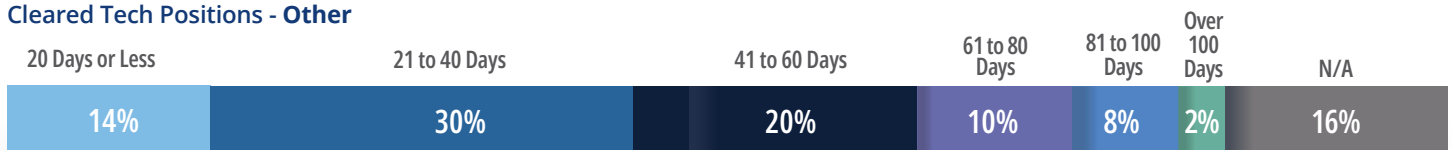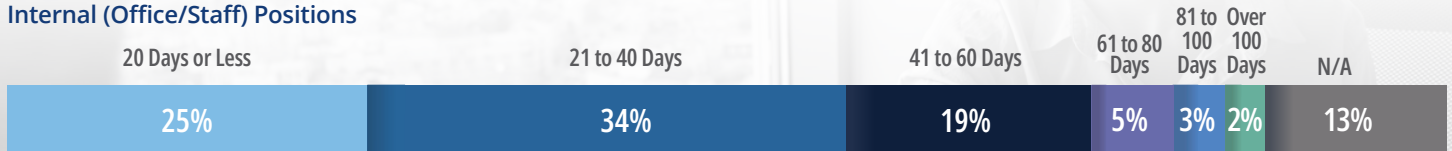
[2] *Average time to fill is specifically asked on the survey as "From job requisition to job acceptance."*

Time for Hiring Steps

When it comes to the recruiting process, certain steps take more time than others. While life at the beginning and end of the process takes little time, gathering qualified candidates is a tough nut to crack, with 35% saying it eats up more than 25% of their time. Interviews are another big time consumer, with 40% spending 6% to 10% of their time on them. The road to a successful hire is paved with many steps - especially when you're trying to hire the elusive secret squirrel.

Average percentage of the total hiring process time for cleared positions that each step takes.
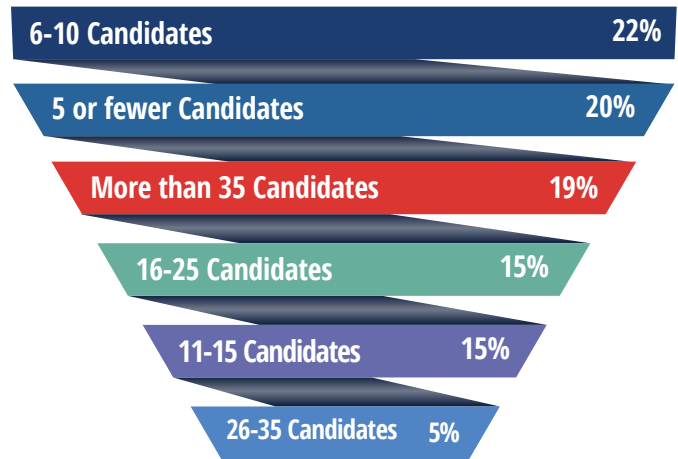
|	More than 25%	21% to 25%	16% to 20%	11% to 15%	6% to 10%	5% or less
Gathering qualified candidates	**35%**	9%	15%	9%	25%	7%
Conducting interviews	7%	7%	12%	13%	40%	21%
Posting job	5%	1%	10%	7%	27%	50%
Getting requisition approved	4%	5%	8%	6%	30%	47%
Selecting candidate to hire	3%	2%	12%	8%	39%	36%
Gaining government approval of candidate	3%	4%	8%	7%	33%	45%
Gaining hiring manager approval	3%	1%	7%	7%	33%	50%
Extending offer to candidate	2%	2%	3%	4%	32%	57%
Checking clearances	1%	0%	2%	3%	30%	63%

THE RECRUITING FUNNEL

When it comes to filling a position, recruiters know the importance of a robust candidate funnel. According to the latest data, 22% of recruiters need 6 to 10 candidates in their funnel to make a hire, while 20% can seal the deal with just 5 or fewer. On the flip side, some roles require casting a wider net: 19% of recruiters need more than 35 candidates to find the right fit. For those in the middle, 15% need 11 to 15 candidates, and another 15% require 16 to 25. It's a numbers game, and these stats show just how varied the hiring process can be, depending on the role and industry.

How many candidates do you need in your recruiting funnel to make a hire?

Category	Percent
6-10 Candidates	22%
5 or fewer Candidates	20%
More than 35 Candidates	19%
16-25 Candidates	15%
11-15 Candidates	15%
26-35 Candidates	5%

Average number of applications per requisition

The number of applications per requisition is a key indicator of how competitive a role is and how efficient the recruiting process can be. According to the latest data, 21% of recruiters see more than 35 applications per job opening, and another 21% handle 6 to 10 applications on average. On the flip side, 19% of roles attract 5 or fewer applications, while another 19% see between 11 and 15. For those in the middle, 13% manage 16 to 25 applications per requisition, and 7% deal with 26 to 35.

5 or less applications	6 to 10 applications	11 to 15 applications	16 to 25 applications	26 to 35 applications	More than 35 applications
19%	21%	19%	13%	7%	21%
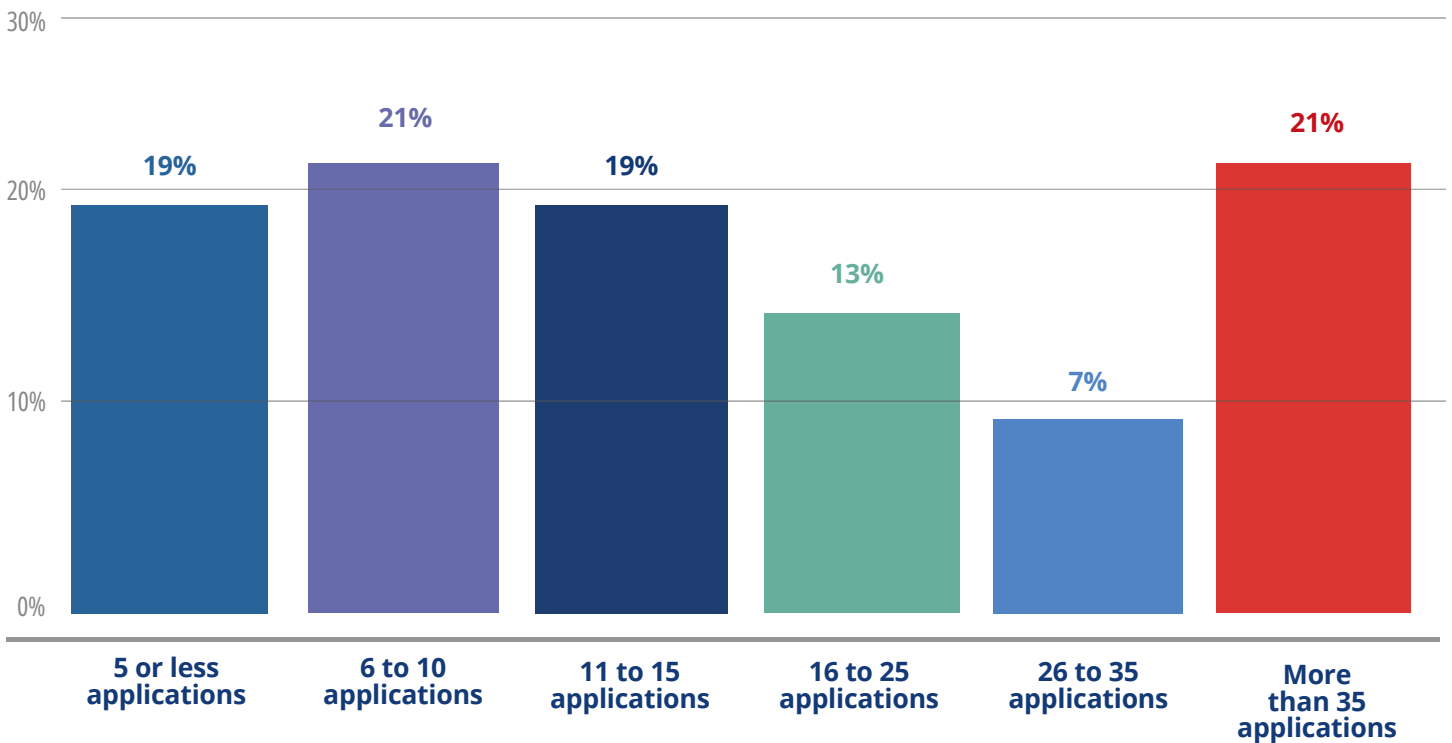
RECRUITING CONVERSION RATES

Just 47% report keeping a close eye on the number of requisitions their team handles monthly. Around 41% track how many candidates are needed in the funnel to secure a hire. For those focused on efficiency, 33% monitor application drop-off rates, and 48% measure the percentage of applicants making it to the interview stage. Interestingly, 38% track their offer acceptance rate, ensuring they're closing deals with top talent. And, believe it or not, 9% aren't tracking any of these metrics at all!
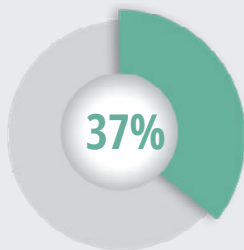
What metrics does your team track?

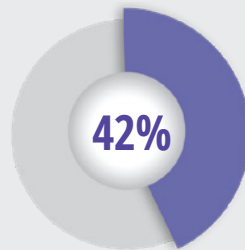|	
How many requisitions your average recruiter is working on per month?	**47%**
How many candidates you need in your recruiting funnel to make a hire?	**41%**
Your average number of applications per requisition	**46%**
How many applications drop-off in your application tracking system	**33%**
Percentage of applicants that result in interviews	**48%**
Percentage of interviews that result in offers	**42%**
How many requisitions your average recruiter fills per month	**40%**
Your offer acceptance rate	**38%**
None of the above	**9%**

Recruiting can be a tough gig, and the data shows just how challenging it can be to move candidates through the hiring funnel. On average, 37% of applications drop off in the application tracking system, meaning a significant chunk of potential hires don't make it past the initial stage. For those who do, 42% of applicants meet the minimum requirements on paper and move on to interviews. Out of these interviews, 50% result in offers, showing that half the battle is getting the right candidates in front of hiring managers. And when offers are extended, a solid 60% are accepted, marking the end of a successful recruiting journey.
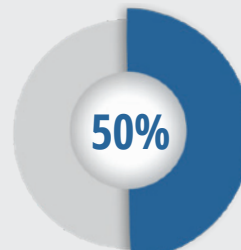
On average, what percentage of...
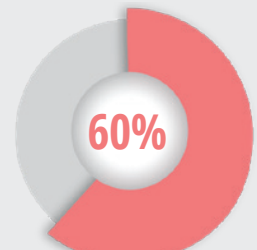
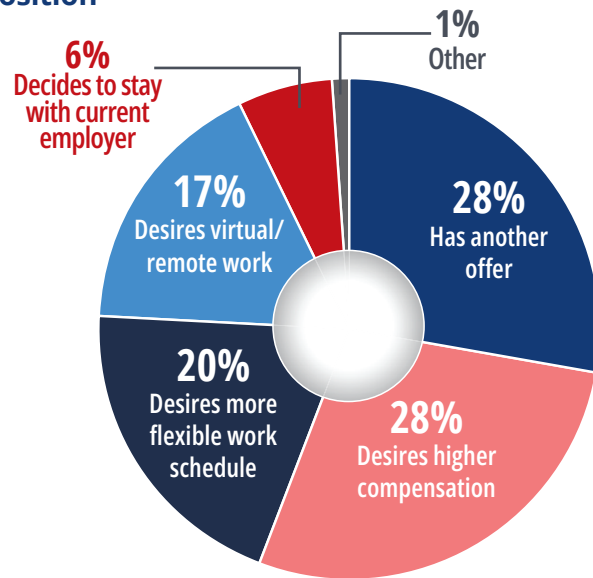| Applications Drop-Off in your Applicant Tracking System	Applicants Result in Interviews	Interviews Move onto Offers	Offers Accepted
37%	42%	50%	60%

When it comes to the types of positions recruiters are filling, it's a mixed bag. About 29% are backfills, replacing outgoing employees. Another 26% are for newly awarded contracts, while 25% are for expanded contracts, reflecting company growth. Lastly, 20% of positions are tied to proposal efforts, indicating a proactive approach to future projects. This blend of backfills and new opportunities keeps recruiters on their toes, constantly balancing various hiring needs.

Breakdown of backfills, new contracts, and proposal effort positions

Backfills	29%
Newly awarded contracts	26%
Expanded contracts	25%
Proposal effort positions	20%

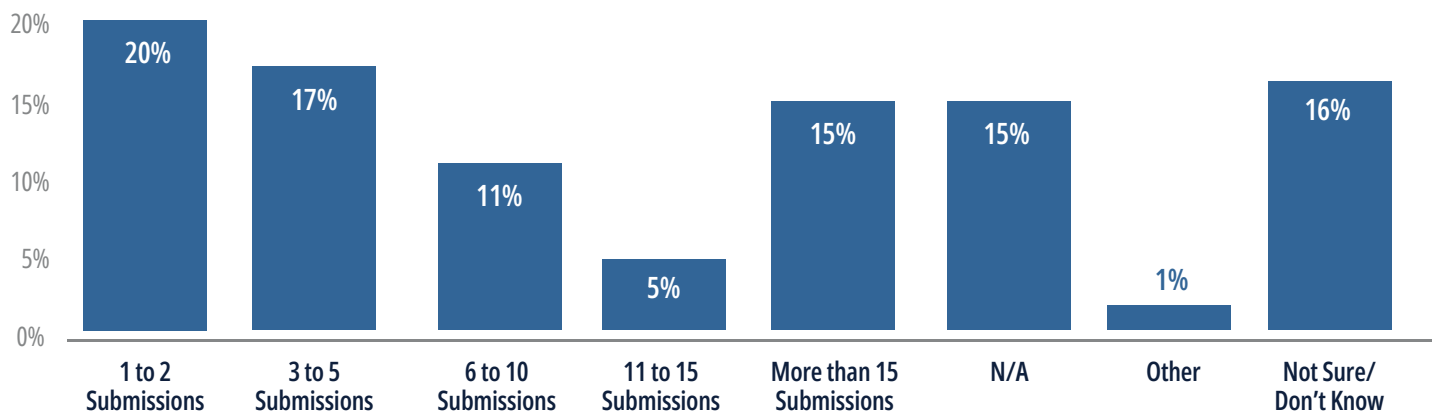## Top Responses for Candidates Who Turn Down a Position

When candidates turn down job offers, the top reasons are quite telling. While 28% of candidates reject offers because they have another one lined up, an equal 28% are holding out for higher compensation. Flexibility is also key, with 20% wanting more flexible work schedules and 17% preferring virtual or remote work. Only 6% decide to stick with their current employer, and a mere 1% cite other reasons. These insights highlight the competitive nature of the job market and the growing demand for better pay and flexible working conditions.

6% Decides to stay with current employer
1% Other
17% Desires virtual/remote work
28% Has another offer
20% Desires more flexible work schedule
28% Desires higher compensation
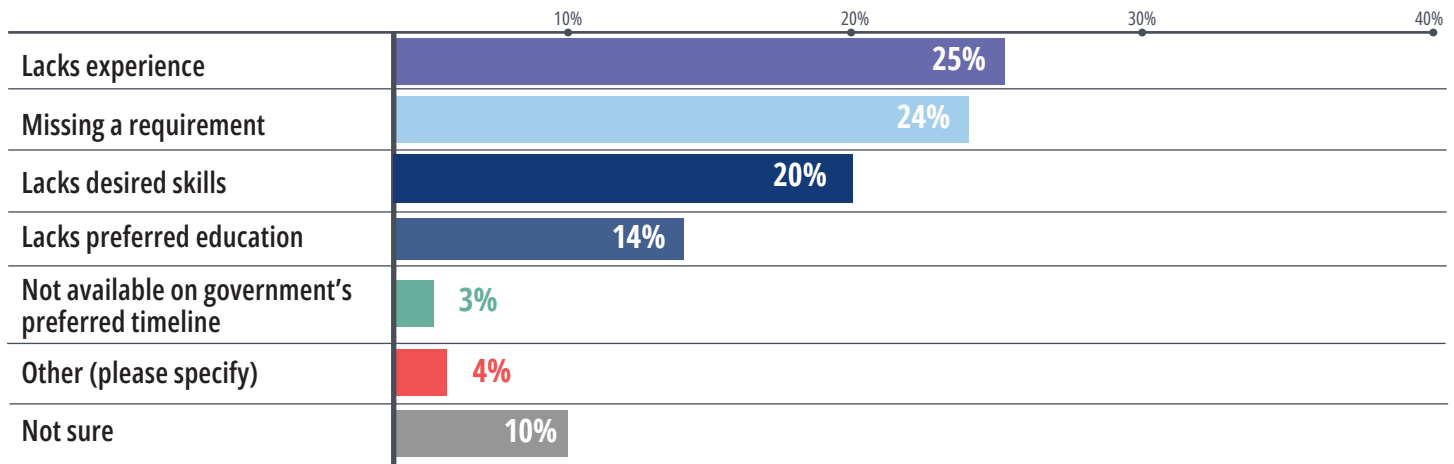
Candidate Submissions to Government Customer

Finding the right candidate is only half the battle for recruiters working with government clients. The submission process to government customers can be another hurdle. Only 20% of recruiters get an acceptance within 1 to 2 submissions, while 17% need 3 to 5 tries. It gets trickier with 11% requiring 6 to 10 submissions, and 5% needing 11 to 15. A notable 15% of recruiters face the daunting task of making more than 15 submissions before one is accepted.

Government clients play a role in the hiring process, sometimes adding time and extra headaches. Persistence and patience are key in navigating the intricacies of cleared hiring.

1 to 2 Submissions	3 to 5 Submissions	6 to 10 Submissions	11 to 15 Submissions	More than 15 Submissions	N/A	Other	Not Sure/Don't Know
20%	17%	11%	5%	15%	15%	1%	16%

Most Often Cited Reasons for Government Rejecting Candidates

When it comes to government clients rejecting candidates, several factors come into play. The top reason is a lack of experience, cited by 25% of respondents. Close behind, 24% of candidates miss a specific requirement, and 20% lack the desired skills. Education is also a sticking point for 14%, while 10% of recruiters are unsure why their candidates were rejected.

	10%	20%	30%	40%
Lacks experience		**25%**		
Missing a requirement		**24%**		
Lacks desired skills		**20%**		
Lacks preferred education		**14%**		
Not available on government's preferred timeline	**3%**			
Other (please specify)	**4%**			
Not sure		**10%**		

AVERAGE COST TO HIRE

When it comes to keeping tabs on recruiting expenses, only 32% of companies calculate their average cost to hire. Even fewer, just 11%, bother to figure out the cost per application. Without these metrics, optimizing recruitment budgets becomes a real guessing game.

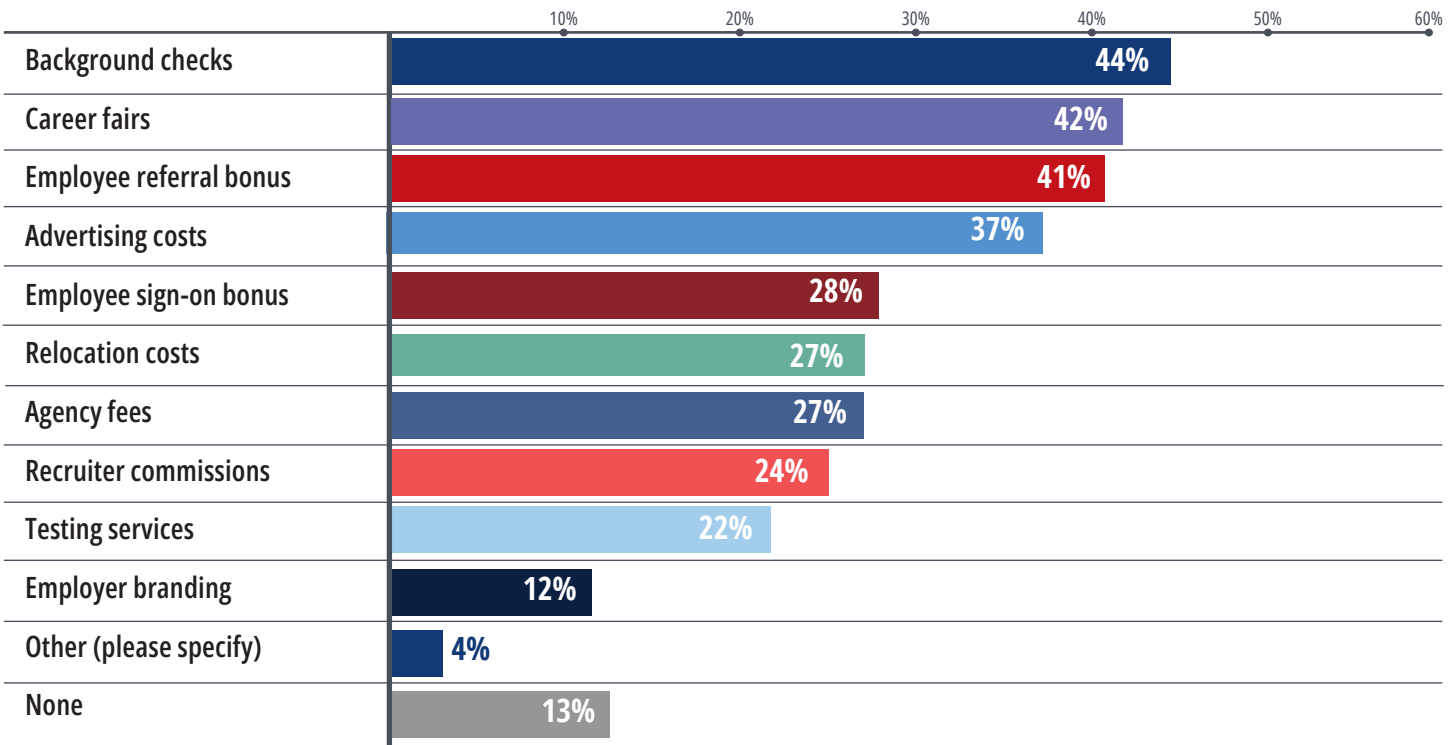**Does your company calculate your average cost to hire?**

32% YES	68% NO

Does your company calculate your average cost per application?

11% YES	89% NO

What Goes into the cost to hire?

When calculating the cost to hire, companies are factoring in a variety of add-ons. Background checks top the list at 44%, closely followed by career fairs (42%) and employee referral bonuses (41%). Advertising costs also make a significant impact, noted by 37% of recruiters. Agency fees and relocation costs are each included by 27% of companies, while recruiter commissions and employee sign-on bonuses are slightly less common at 24% and 28% respectively.

What add-ons do you include in your cost to hire?

Add-on	Percentage
Background checks	44%
Career fairs	42%
Employee referral bonus	41%
Advertising costs	37%
Employee sign-on bonus	28%
Relocation costs	27%
Agency fees	27%
Recruiter commissions	24%
Testing services	22%
Employer branding	12%
Other (please specify)	4%
None	13%

Recruiting respondents report the average minimum cost to hire as $3,296 and the average maximum is $7,921. There are a range of expenses incurred throughout the hiring process. Recruiters and Talent Leaders documented their average minimum and maximum slightly higher, while Branding and Marketing professionals added another $1,500 to the end total, easily bringing the cost to hire closer to $10,000 for many organizations.

While most admit to not tracking cost per application, the few who did reported an average minimum of $576 to an average maximum of $1,540.

What are the minimum and maximum amount of your company's cost to hire?

$3,296   **$7,921**

*Based on mean for those who track cost to hire

What are the minimum and maximum amount of your company's cost per application?

$576   **$1,540**

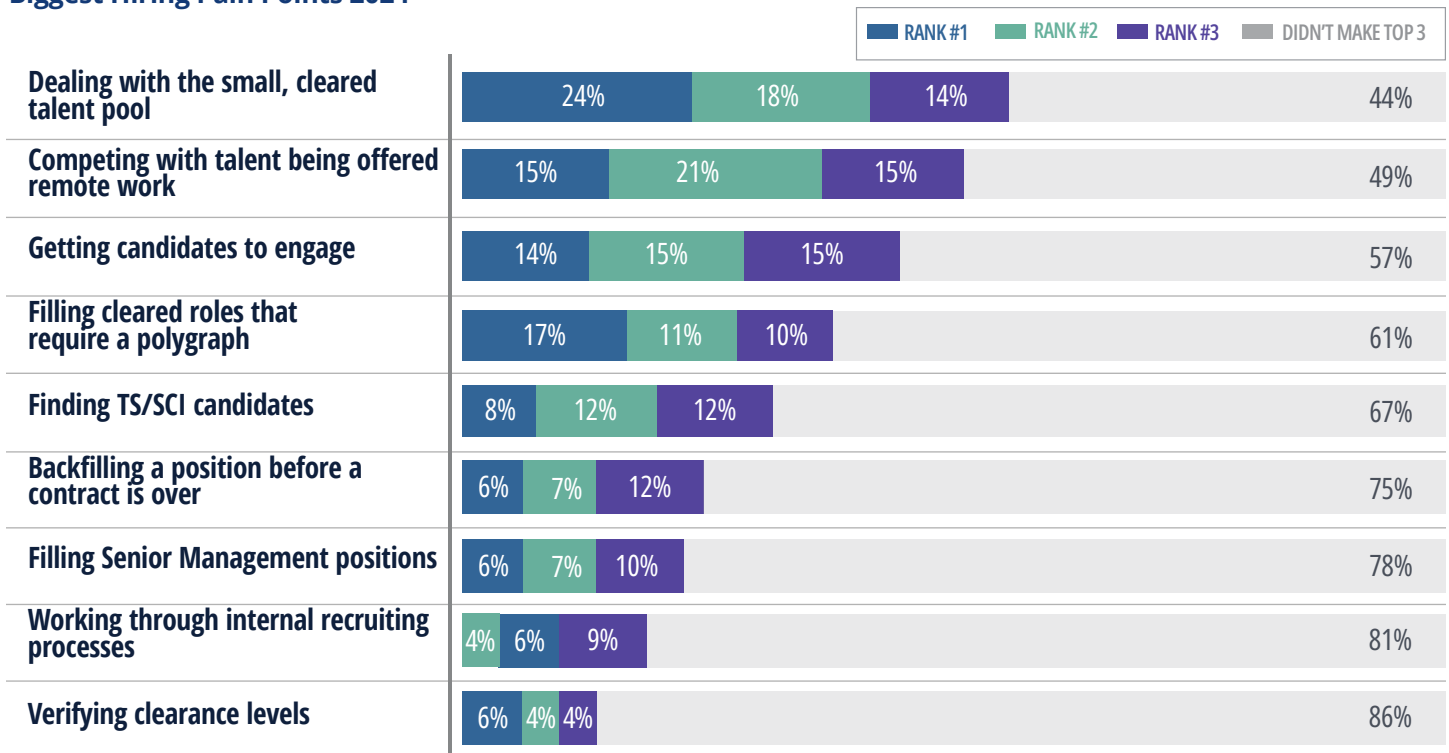*Based on mean cost per application

RECRUITING PAIN POINTS

Over half (56%) found the small, cleared talent pool to be the biggest thorn in their side. If they didn't rate it as the number one factor, like 24% of the respondents, it made it into their top three pain points. This year, 50% of the respondents said the competition against remote options is a challenge, ranking it in their top three pain points. Candidate engagement, finding TS/SCI and polygraph candidates continues to be a struggle.

While finding the right secret squirrel and getting them to engage is challenging, 81% don't have a major issue with their own internal recruiting processes. And 86% have minimal issues with verifying clearance levels.
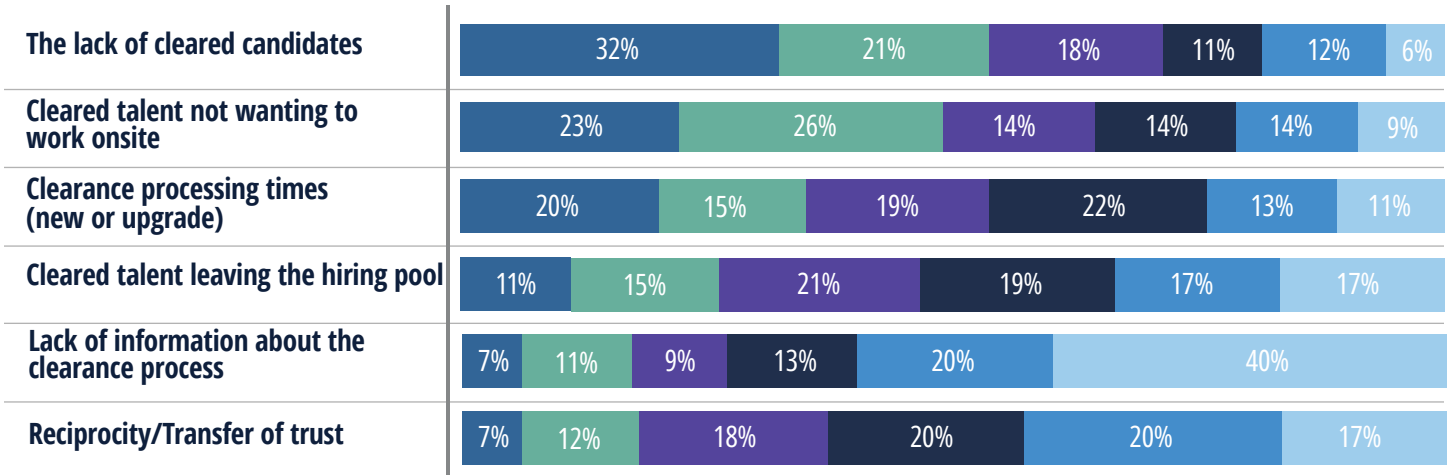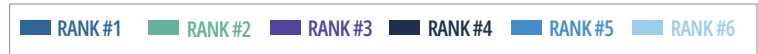
Biggest Hiring Pain Points 2024

	RANK #1	RANK #2	RANK #3	DIDN'T MAKE TOP 3
Dealing with the small, cleared talent pool	24%	18%	14%	44%
Competing with talent being offered remote work	15%	21%	15%	49%
Getting candidates to engage	14%	15%	15%	57%
Filling cleared roles that require a polygraph	17%	11%	10%	61%
Finding TS/SCI candidates	8%	12%	12%	67%
Backfilling a position before a contract is over	6%	7%	12%	75%
Filling Senior Management positions	6%	7%	10%	78%
Working through internal recruiting processes	4%	6%	9%	81%
Verifying clearance levels	6%	4%	4%	86%

Navigating the security clearance process can feel like a never-ending obstacle course for recruiters. The biggest headache? The sheer lack of cleared candidates, with 32% of recruiters pulling their hair out over this issue. Clearance processing times are no picnic either, especially for new or upgraded clearances—20% of recruiters rank this as their top pain point.

But the plot thickens. A surprising snag is cleared talent not wanting to work onsite, flagged by 23% as their number one challenge. Add to that the frustration of a confusing clearance process, where lack of information leaves many recruiters in the dark, and the hassle of reciprocity and transferring trust between agencies. Plus, let's not forget the cleared talent who jump ship or simply don't want to leave their home offices. It's clear that beyond just waiting for clearances, recruiters are juggling a lot to keep the talent pipeline flowing.

Biggest Hiring Pain Points 2024

	RANK #1	RANK #2	RANK #3	RANK #4	RANK #5	RANK #6
The lack of cleared candidates	32%	21%	18%	11%	12%	6%
Cleared talent not wanting to work onsite	23%	26%	14%	14%	14%	9%
Clearance processing times (new or upgrade)	20%	15%	19%	22%	13%	11%
Cleared talent leaving the hiring pool	11%	15%	21%	19%	17%	17%
Lack of information about the clearance process	7%	11%	9%	13%	20%	40%
Reciprocity/Transfer of trust	7%	12%	18%	20%	20%	17%

COMPENSATION TRENDS: BONUSES, BENEFITS, AND PAY TRANSPARENCY

In 2024, pay transparency is a hot topic in the world of cleared recruiting. The latest ClearanceJobs survey shows that a whopping 68% of recruiters are working in states with pay transparency laws. Only 18% are in states without these regulations, while 14% are still unsure about the legal landscape. This move towards openness in pay practices is reshaping how recruiters approach hiring.

When it comes to spilling the salary beans, 38% of recruiters are all in, sharing salary info for every role. Another 41% do it for some roles, while just 16% keep salaries under wraps. How does this transparency play out? It's a mixed bag: 24% of recruiters say it boosts applications, 27% see a dip, and 25% find it makes no difference at all. Meanwhile, 13% are still figuring out the impact. Clearly, pay transparency is shaking things up, with diverse effects on the hiring game.

Do you recruit in a state with pay transparency laws?

68% Yes	14% Not Sure	18% No

Do you recruit in a state with salary disclosure?

38% All Roles	41% Some Roles	5% Not Sure	16% No Disclosure

Impact of Pay Transparency on Applications

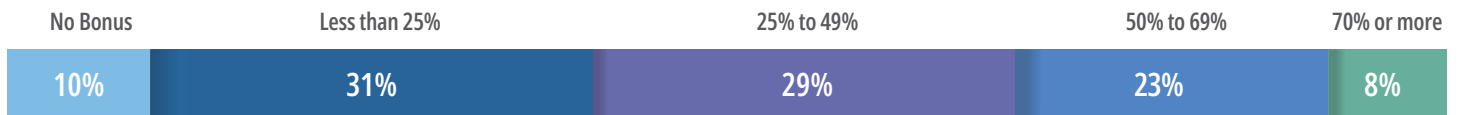| 24% Increase Applications	27% Decrease Applications	13% Not Sure	25% No Impact	11% N/A

The Sign-On Bonus

Sign-on bonuses can be a game-changer in attracting top talent, especially for roles requiring high-level security clearances. In fact, 45% of organizations offer sign-on bonuses to entice cleared candidates. These bonuses can vary widely depending on the role and what companies are willing to offer. For some positions, sign-on bonuses can be as high as $90,000, though the average minimum sits at $2,113 and the average maximum is around $10,644. These financial incentives can be the nudge that gets candidates through the door, providing a competitive edge in a tight labor market where attracting the right talent is crucial.

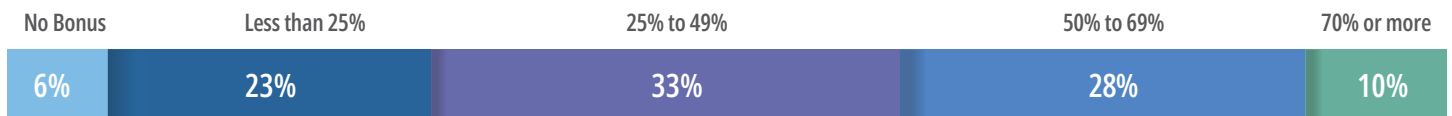**The minimum and maximum amount for companies offering a sign-on bonus**

$2,113 $10,444

Bonuses for Candidates with Different Clearance Levels

Bonus Bump - Secret level and below

No Bonus	Less than 25%	25% to 49%	50% to 69%	70% or more
10%	31%	29%	23%	8%

Bonus Bump - Top Secret/SCI

No Bonus	Less than 25%	25% to 49%	50% to 69%	70% or more
6%	23%	33%	28%	10%

Bonus Bump - SCI + Polygraph

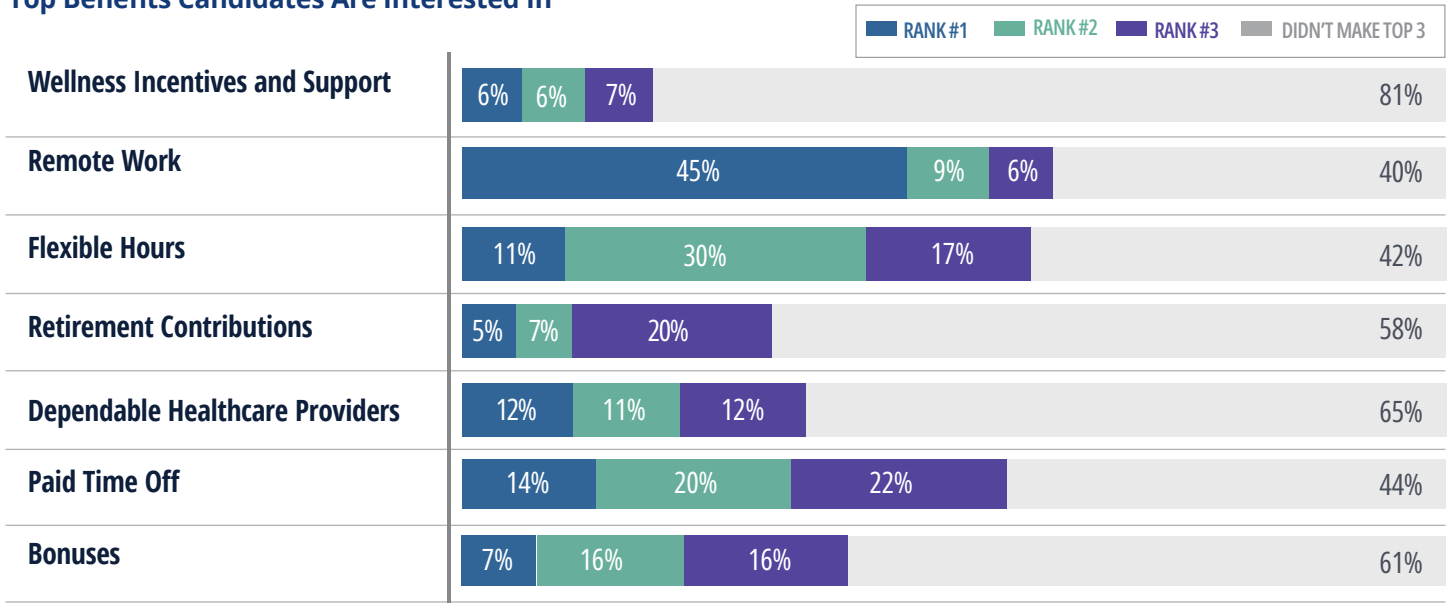| No Bonus	Less than 25%	25% to 49%	50% to 69%	70% or more
6%	17%	29%	26%	23%

Recruiters are sweetening the deal with bonuses that vary significantly based on the security clearance level of the candidates. For those with Secret level and below clearances, 31% of recruiters typically add on bonuses that are less than 25% higher, while 29% offer bonuses 25% to 49% higher. When it comes to Top Secret/SCI clearances, 33% of recruiters bump bonuses by 25% to 49%, and 28% increase them by 50% to 69%. The real jackpot is for those with Top Secret + Polygraph clearances: 23% of recruiters add on bonuses that are 70% or more higher. These numbers highlight how much more companies are willing to invest to secure top-tier cleared talent.

Benefits

Recruiters and talent leaders have a clear picture of what benefits candidates are most interested in, and remote work is a major winner. A whopping 45% of respondents say that candidates rank remote work as their top priority. Paid time off is also highly valued, with 14% listing it as the number one benefit, and another 20% and 22% placing it second and third, respectively. Flexible hours are another big hit, with 11% considering it the most important benefit and 30% and 17% ranking it second and third. Retirement contributions shine in the third spot with 20% interest. Other perks like wellness incentives, dependable healthcare providers, and bonuses are also on the radar but don't top the list as frequently.

Top Benefits Candidates Are Interested In

Legend: RANK #1 | RANK #2 | RANK #3 | DIDN'T MAKE TOP 3

| Benefit	RANK #1	RANK #2	RANK #3	DIDN'T MAKE TOP 3
Wellness Incentives and Support	6%	6%	7%	81%
Remote Work	45%	9%	6%	40%
Flexible Hours	11%	30%	17%	42%
Retirement Contributions	5%	7%	20%	58%
Dependable Healthcare Providers	12%	11%	12%	65%
Paid Time Off	14%	20%	22%	44%
Bonuses	7%	16%	16%	61%

RECRUITER WORKLOAD

Managing and filling job requisitions can vary widely. On average, 29% of recruiters are juggling 6 to 10 requisitions each month, while 15% are handling 5 or fewer. A notable 20% are working on more than 35 requisitions, showcasing the high demands placed on some recruiters.

How many requisitions is your average recruiter is working on per month?

| 5 or Less	6 to 10	11 to 15	16 to 25	26 to 35	More than 35
15%	29%	18%	13%	6%	20%

However, when it comes to actually filling those positions, the numbers tell a different story. Nearly half (47%) of recruiters fill 5 or fewer fully funded, open positions per month. Meanwhile, 22% manage to fill 6 to 10 positions, and only 7% are filling more than 35. This contrast highlights the challenge recruiters face: while they may be working on many requisitions, successfully closing them is a different ball game.

How many requisitions your average recruiter fills per month (fully funded open positions only)

5 or Less	6 to 10	11 to 15	16 to 25	26 to 35	More than 35
47%	22%	10%	9%	5%	7%
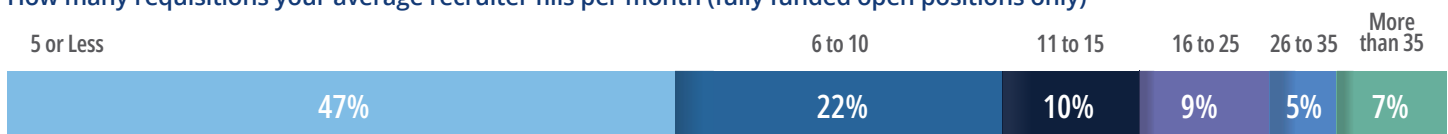
It's clear that the workload varies widely, with some recruiters handling a high volume of positions and others focusing on fewer, possibly more specialized, roles.

Percentage of Contracts Requiring Cleared Contractors Fully Staffed

Less than 25%	25% to 49%	50% to 69%	70% or more
8%	24%	26%	42%
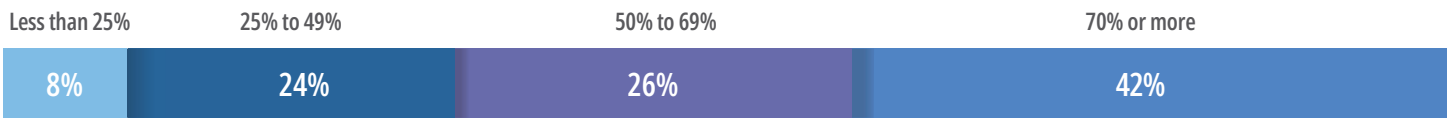
Almost half (43%) of respondents reported that 70% or more of their cleared contracts were fully staffed. Meanwhile, 26% said that 50% to 69% of contracts were staffed, and 24% noted staffing levels between 25% and 49%. Only 8% reported that less than 25% of their contracts were fully staffed. It's definitely a challenge to meet the staffing demands for cleared positions.

RECRUITER DEMOGRAPHICS

Millennials lead the pack, making up 49% of the recruiting workforce, followed by Generation X at 35%. Baby Boomers account for 22%, while Generation Z is emerging with 11%.

| Generation	Birth Year	Percentage
Traditionalists	1946 or earlier	0%
Baby Boomers	1947 - 1964	22%
Generation X	1965 - 1980	35%
Millennials	1981 - 1996	49%
Generation Z	1997 - 2012	11%
Prefer not to answer		5%

Gender Identity

When it comes to gender identity, 56% of recruiters are female, while 40% are male. A small percentage, 5%, chose not to specify their gender identity. This data highlights a significant female presence in the cleared recruiting industry.

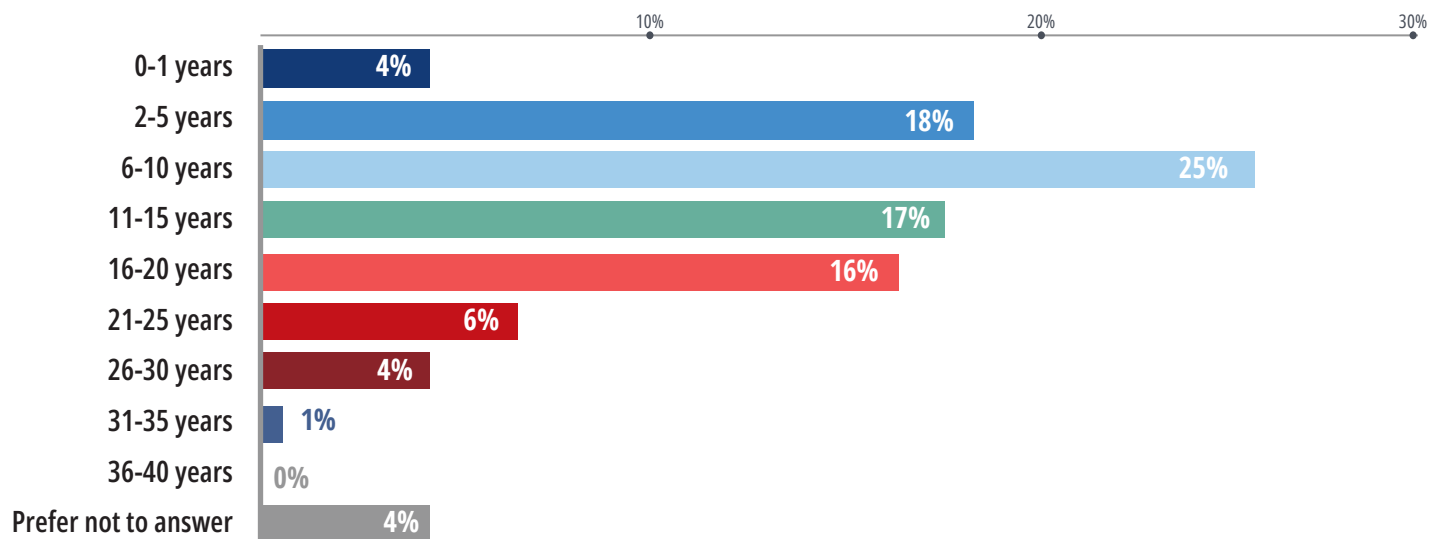| 56% Female	5% No Answer	40% Male

Recruiters and Locations

Recruiters are spread across various states, with the highest concentration in Virginia (20%). California follows at 9%, and Maryland at 10%. Other notable states include Florida (5%), Illinois (4%), Texas (4%), and Pennsylvania (4%).
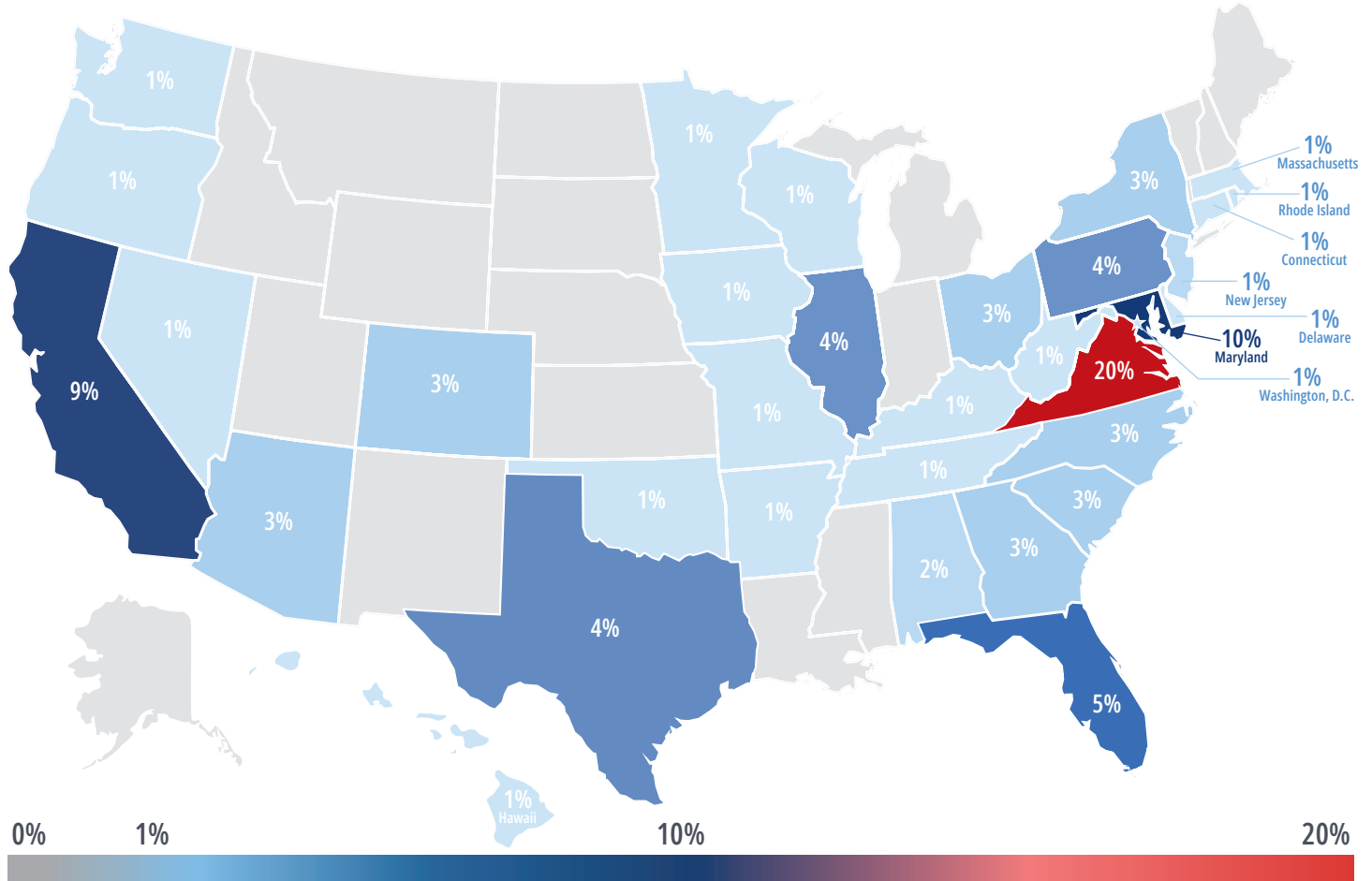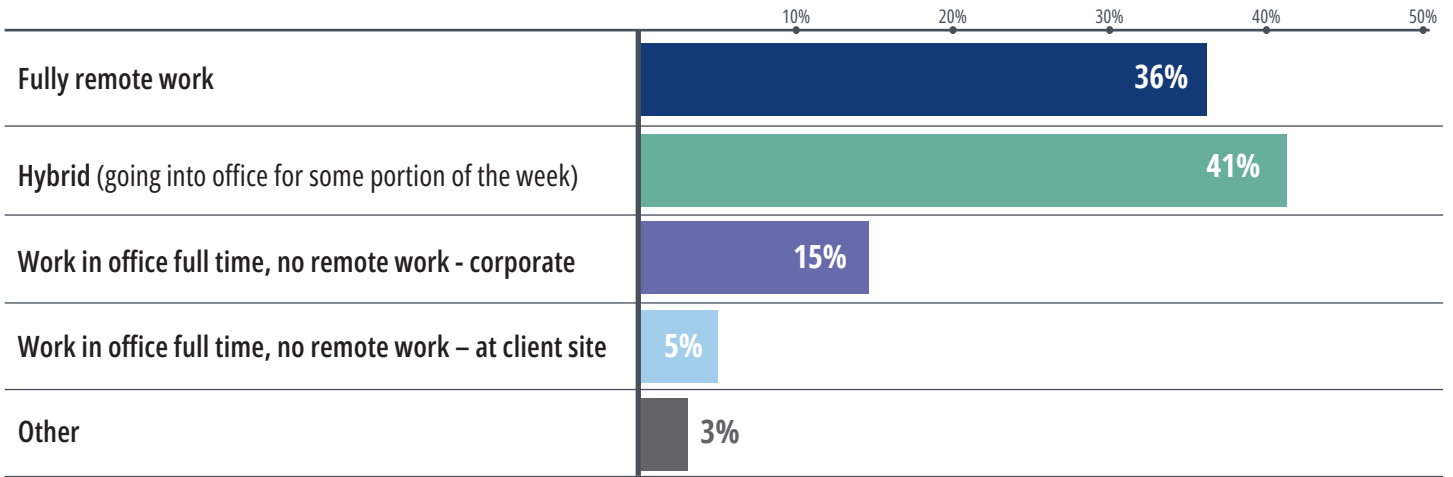

Years in Recruiting

When it comes to experience, 25% of recruiters have been in the industry for 6-10 years. Those with 11-15 years and 16-20 years of experience each make up 17% and 16%, respectively. A significant 18% have between 2-5 years under their belts, and 4% are newcomers with less than a year of experience.

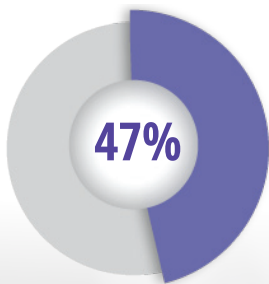| Experience	Percentage
0-1 years	4%
2-5 years	18%
6-10 years	25%
11-15 years	17%
16-20 years	16%
21-25 years	6%
26-30 years	4%
31-35 years	1%
36-40 years	0%
Prefer not to answer	4%

Work Formats

Work formats are evolving to meet new demands, with 36% of recruiters report being fully remote, enjoying the flexibility of working from anywhere. A larger chunk, 41%, are in a hybrid setup, splitting their time between the office and remote work. Meanwhile, 15% are full-time at corporate offices, and 5% are stationed full-time at client sites.
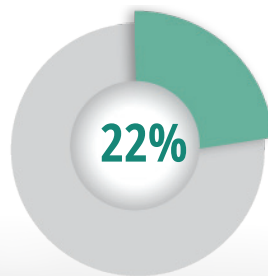
	10%	20%	30%	40%	50%
Fully remote work				36%	
Hybrid (going into office for some portion of the week)				41%	
Work in office full time, no remote work - corporate	15%				
Work in office full time, no remote work – at client site	5%				
Other	3%				

Security Clearance Status

Nearly half (47%) of recruiters hold a current security clearance because it's required by their employer. Another 22% have a clearance, although it's not a job requirement. Meanwhile, 8% have had a clearance in the past but no longer do, and 23% have never held one.
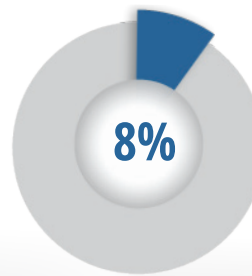
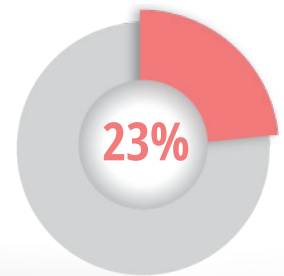| Yes, I have a current security clearance because it was required by my current employer	Yes, I have a current security clearance, but not because it's required by my current employer	I have previously had security clearance, but I do not currently have one	No, I do not now, nor have I ever had in the past a security clearance
47%	22%	8%	23%

DIFFICULTY OF RECRUITING IN THE CLEARED INDUSTRY

Recruiting in the cleared industry comes with its own set of challenges, and the difficulty varies by clearance level. When focusing on Secret level or lower clearances, the task is somewhat easier: 15% find it very easy and 31% rate it a 4 out of 5 in ease. However, only 4% consider it very difficult.

The stakes get higher with Top Secret/SCI clearances. Here, 35% of recruiters find the process quite tough, and 17% rate it as very difficult. For those handling Top Secret + Polygraph roles, the challenge intensifies significantly—43% find it very difficult to recruit for these positions, and only 10% consider it very easy.
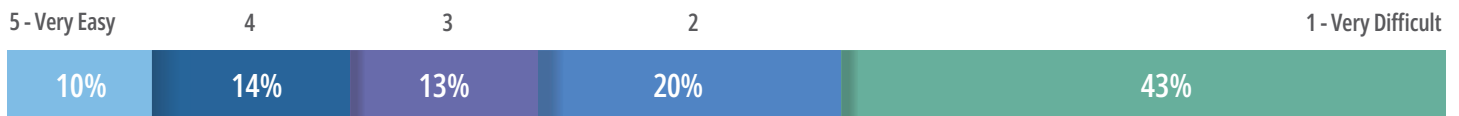
Overall, difficulty regardless of clearance level

5 - Very Easy	4	3	2	1 - Very Difficult
12%	16%	34%	27%	11%

Difficulty for Secret level and below security clearance holders

5 - Very Easy	4	3	2	1 - Very Difficult
15%	31%	29%	21%	4%

Difficulty for Top Secret / SCI

5 - Very Easy	4	3	2	1 - Very Difficult
6%	19%	24%	35%	17%

Difficulty for Top Secret + Polygraph

5 - Very Easy	4	3	2	1 - Very Difficult
10%	14%	13%	20%	43%

Satisfaction

Job satisfaction among cleared recruiters has seen some interesting trends over the past year. A solid 23% report being very satisfied with their roles, while 39% rate their satisfaction at a 4 out of 5. That means over 60% of recruiters are pretty happy with their jobs! Another 30% feel neutral about their job satisfaction, rating it a 3. However, there are still some areas for improvement, as 8% feeling varying levels of dissatisfaction. Overall, most recruiters seem content, but there's always room to boost those satisfaction levels even higher.

How would you rate your job satisfaction in the past year?

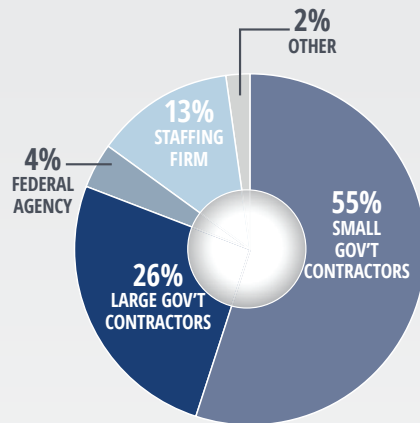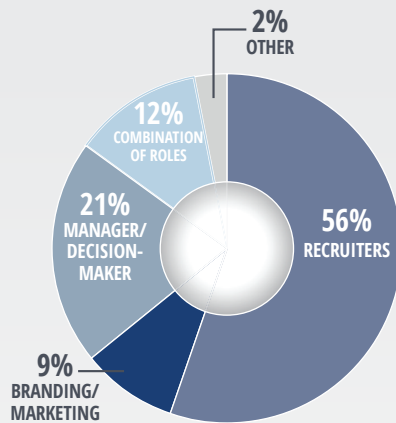| 5 - Very Satisfied	4	3		1 - Very Dissatisfied
23%	39%	30%	6%	2%

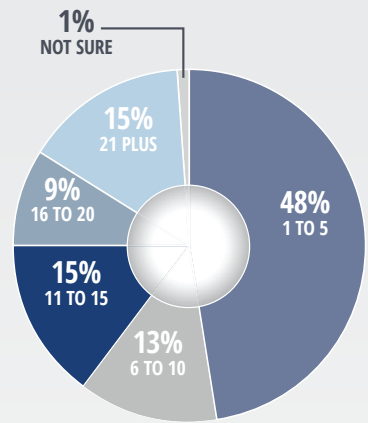## Navigating Metric City to Improve Cleared Hiring

With the high demand for cleared talent, finding the right skillset with the right clearance level is an ongoing challenge. But by seeing what others in the cleared industry are doing, you can evaluate your recruiting efforts and spot areas for improvement. Data-driven strategies not only help meet critical staffing demands but also make your hiring process more efficient and effective. Embrace the power of metrics and make hiring smoother and smarter!

Important information about our survey: The ClearanceJobs Cleared Recruiting Survey was administered in April and May 2024 and completed by 301 respondents in the recruiting field with cleared hiring needs.
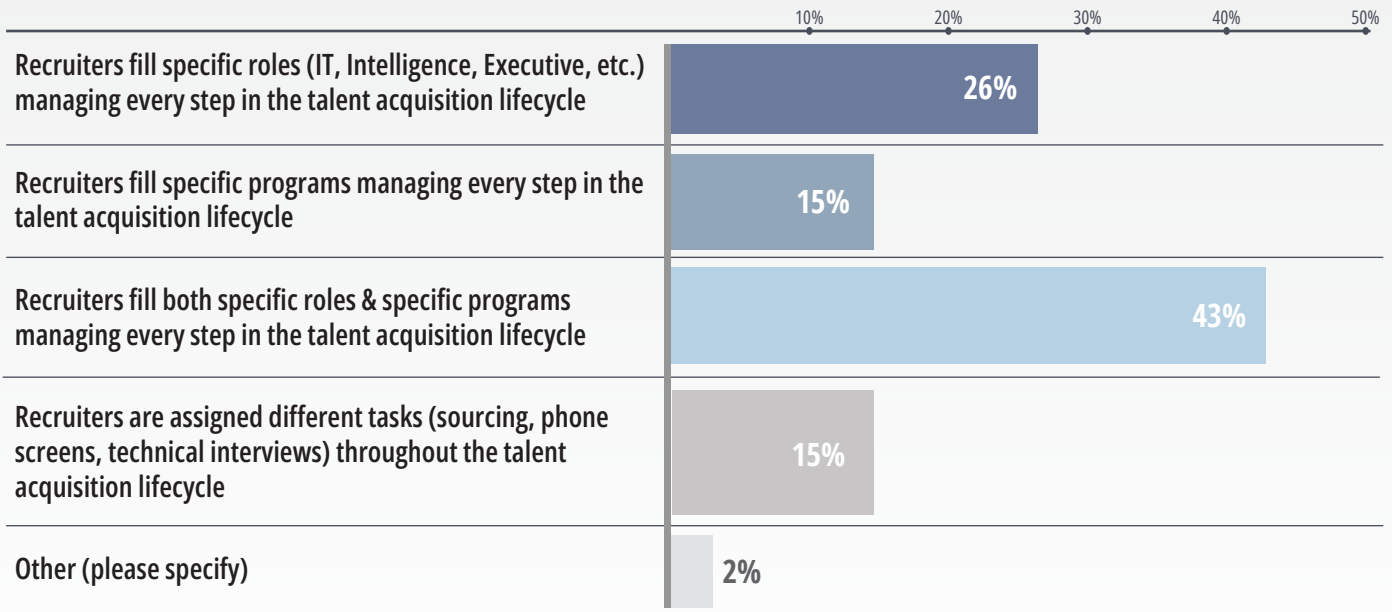
About the Respondents

- 2% OTHER
- 12% COMBINATION OF ROLES
- 21% MANAGER/DECISION-MAKER
- 9% BRANDING/MARKETING
- 56% RECRUITERS

- 2% OTHER
- 13% STAFFING FIRM
- 4% FEDERAL AGENCY
- 55% SMALL GOV'T CONTRACTORS
- 26% LARGE GOV'T CONTRACTORS

How many total recruiters does your team have?

- 1% NOT SURE
- 15% 21 PLUS
- 9% 16 TO 20
- 15% 11 TO 15
- 48% 1 TO 5
- 13% 6 TO 10

How many total recruiters does your team have?

	10%	20%	30%	40%	50%
Recruiters fill specific roles (IT, Intelligence, Executive, etc.) managing every step in the talent acquisition lifecycle		26%			
Recruiters fill specific programs managing every step in the talent acquisition lifecycle	15%				
Recruiters fill both specific roles & specific programs managing every step in the talent acquisition lifecycle			43%		
Recruiters are assigned different tasks (sourcing, phone screens, technical interviews) throughout the talent acquisition lifecycle	15%				
Other (please specify)	2%				

About Us

For more than 20 years, ClearanceJobs has connected professionals with federal government security clearance and employers to fill the jobs that safeguard our nation. Our career community allows members to connect, engage, and explore opportunities to find a "best fit" match.

1,705,330
Registered Candidates

121,036
Monthly Connections

60,019
Monthly Job Listings

2,063
Hiring Companies

412,459
Searchable Profiles

14,762
New Monthly Candidates

9,855
Active Recruiters

95
Networking Groups

![ClearanceJobs®]

A COMMUNITY FOR CAREER OPPORTUNITIES IN NATIONAL SECURITY

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.

END-TO-END CLEARED HIRING SOLUTIONS

RECRUITMENT SOLUTION

- Search, directly engage, and easily work cleared candidates through a pipeline.
- Convert passives to active potential hires.

CAREER EVENTS

- Reduce your cost per hire with real-time conversations.
- Choose from in-person or virtual, public or private events.

SOURCING SERVICES

- Save time and free up bandwidth while we fill your pipeline.
- All that's left for you to do is interview and hire.

EMPLOYER BRANDING

- Increase brand awareness to gain cleared candidate trust.
- Amplify your hiring messages using targeted messaging, site advertising and sponsored content.

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