



ClearanceJobs®



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TOP 5 STATES

FOR CLEARED JOBS





LOCATION MATTERS. When it comes to real estate, the better the location, the higher the home value. The same goes for compensation. While skills, degrees, certifications, and experience play a prominent role, location remains the critical factor in salary. While much is made of the rise in remote work and increases in flexibility, many employers remain tied to location-based compensation packages based on the cost of living where the company or agency is hiring.

THE ROLE OF D.C. IN NATIONAL SECURITY

Since 2020, the District of Columbia (D.C.) has dropped by 1% each year, with more respondents shifting to other areas. And while D.C. still holds 7% in cleared workforce in 2022, for this report, only the top five states are reviewed. However, D.C. will always have a significant national security presence, as the nation's capital. D.C. will always be home to the federal government, but with each passing year, and the rise in remote government work opportunities, the national security footprint will continue to step outside of and beyond the Potomac. D.C. remains important, but it's not the only place to be in the room where it happens.

THE TOP FIVE STATES FOR CLEARED JOBS

The five states with the most respondents are Virginia (21%), Maryland (9%), California (7%), Florida (7%), and Texas (7%). While Colorado is important and boasts a higher compensation than Florida and Texas, the state has remained at 4% of the population for the past three years.



VIRGINIA
21%



MARYLAND
9%



CALIFORNIA
7%



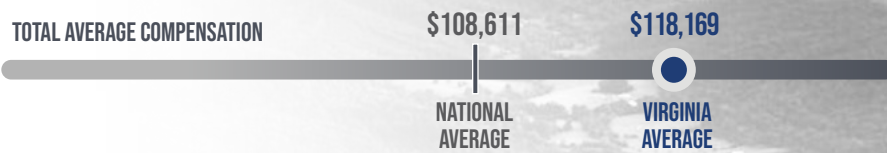
FLORIDA
7%



TEXAS
7%



VIRGINIA - THE OLD DOMINION STATE



VA OVERVIEW

POPULATION:

8.642 Million

SIZE:

42,775 mi²

LIFE IN VIRGINIA

AVERAGE HOME COST:

\$351,581

AVERAGE MONTHLY RENT:

\$1,838

KEY UNIVERSITIES:

George Mason University

James Madison University

Virginia Tech

Regent University

University of Virginia

William & Mary

Marymount University

Virginia Military Institute

Virginia has kept all the love over the years. From the Pentagon to NGA headquarters to Langley and the CIA, the state loves its cleared workforce. Fairfax County also continues to push to land the new FBI headquarters, working to beat out Prince George's county in Maryland and Huntsville, AL. And contractors of every size want to have a presence in Virginia. With a close proximity to clients, it's a key area to be seen and known by clients. Additionally, finding cleared talent isn't impossible. From younger, entry-level candidates to senior level managers, recruiters can fill a contract, if they can lure cleared candidates away from their competition.

But Virginia has a lot to offer residents. From the beaches along the Atlantic Ocean to the Shenandoah Mountains to the deep history, there's a lot to draw and keep people living and loving. With compensation that's about \$10,000 more than the overall cleared industry and plenty of job opportunities available, it's no surprise that Virginia holds the lion share of the cleared population - even with all the traffic.



WORKING IN VIRGINIA

2022 AVERAGE CLEARED SALARY: \$118,169

PERCENTAGE OF CLEARED CANDIDATES: 21%

KEY CLEARED OCCUPATIONS:

- Intelligence
- IT Security
- Software Development
- IT Support
- Management
- Government Contractor

TOP HIRING ORGANIZATIONS:

- BAE Systems
- Booz Allen
- Byte Systems
- CACI
- Deloitte
- General Dynamics
- Information Technology
- Leidos
- LMI
- ManTech
- MITRE
- Northrop Grumman
- Peraton
- SAIC



MARYLAND ■ THE OLD LINE STATE



MD OVERVIEW

POPULATION:

6.165 Million

SIZE:

12,407 mi²

LIFE IN MARYLAND

AVERAGE HOME COST:

\$382,154

AVERAGE MONTHLY RENT:

\$1,797

KEY UNIVERSITIES:

John Hopkins University

University of Maryland

United States Naval Academy

Washington College

Mount St Mary's University

Sitting to the north of D.C., Maryland is a key player in national security, and will likely retain that status. Both the National Security Agency (NSA) and Defense Intelligence Agency (DIA) are located at Fort Meade. NASA's Goddard Space Flight Center, the National Institute of Health, and the Nuclear Regulatory Commission (NRC) are all located in Maryland, as well. The state may be smaller in size, but they offer a lot of opportunities for cleared work. Last year, Maryland respondents reported a 10% bump in compensation. It's challenging to find candidates willing to work on-site, and locations that require that commitment are more often willing to pay.

From Aberdeen to Annapolis to Fort Meade to Bethesda to Baltimore, there are many job opportunities. The need for cleared candidates in Maryland has only increased post pandemic, with Maryland recruiters working to fill three times as many roles than even D.C. or Colorado, with over half requiring a Top Secret/SCI clearance. With compensation in Maryland within striking distance of Virginia, the state has a lot to offer the cleared workforce.



WORKING IN MARYLAND

2022 AVERAGE CLEARED SALARY: \$117,820

PERCENTAGE OF CLEARED CANDIDATES: 9%

KEY CLEARED OCCUPATIONS:

Systems Engineering
Intelligence
Data Science
Cybersecurity
Software Development
Logistics
Project Management

TOP HIRING ORGANIZATIONS:

2HB Incorporated	HII Mission Technologies
AT&T Government Solutions	IntelliGenesis LLC
BAE Systems	John Hopkins University
Booz Allen	Applied Physics Laboratory
CACI	Lockheed Martin
General Dynamics	ManTech
Information Technology	Northrop Grumman
	Peraton





CALIFORNIA - THE GOLDEN STATE

TOTAL AVERAGE COMPENSATION

\$108,611 \$109,840

NATIONAL AVERAGE CALIFORNIA AVERAGE

CA OVERVIEW

POPULATION:

39.24 Million

SIZE:

163,696 mi²

LIFE IN CALIFORNIA

AVERAGE HOME

COST: \$716,909

AVERAGE MONTHLY

RENT: \$2,529

KEY UNIVERSITIES:

California Institute of Technology

Stanford University

University of Southern California

Pepperdine University

University of the Pacific

California leads the way with aerospace opportunities. The hot cities for national security workers in California are El Segundo, Redondo Beach, and San Diego, but opportunities abound throughout the state. Despite some companies making moves to other states in the past three years, California is still known for its innovation and advancement. Cost of living may not be the driver to get cleared candidates to the state, but the redwood forests and pacific coastline could be the ticket. Quality of life and compensation are a force in attracting and retaining talent in California.

California proves that you can find gold - and do cutting-edge work. With millions of jobs supporting national security, California has a lot to offer - especially for engineers. Not only does California have three NASA research centers, but two out of the three top aerospace engineering universities are in this western state. With 32 military bases within its borders, California is a prime spot for cleared candidates.



WORKING IN CALIFORNIA

2022 AVERAGE CLEARED SALARY: \$109,840

PERCENTAGE OF CLEARED CANDIDATES: 7%

KEY CLEARED OCCUPATIONS:

Aerospace and Aviation
Electrical Engineering
Mechanical Engineering
Systems Engineering
Software Development

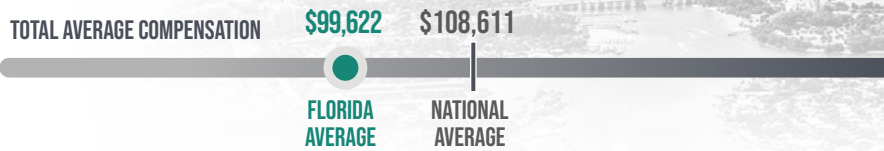
TOP HIRING ORGANIZATIONS:

Aerospace Corporation
Boeing
Booz Allen
HRL Laboratories
Lawrence Livermore
National Laboratory
Leidos
Lockheed Martin
Northrop Grumman





FLORIDA - THE SUNSHINE STATE



FL OVERVIEW

POPULATION:

21.78 Million

SIZE:

65,758 mi²

LIFE IN FLORIDA

AVERAGE HOME

COST: \$377,816

AVERAGE MONTHLY

RENT: \$1,935

KEY UNIVERSITIES:

University of Florida

Florida State University

Florida International University

Nova Southeastern University

Embry-Riddle Aeronautical University - Daytona Beach

Florida Polytechnic University

Florida has many perks that draw cleared candidates. Despite hot and humid Florida summers, miles of beaches and sunny weather are a major plus. Add in the lack of a state income tax, and many cleared candidates look to call Florida home. Each year, the state grows as a defense industry epicenter, with more than 20 military installations and its infamous Space Coast. Florida is considered a top state for space and defense systems manufacturing and aerospace products and parts manufacturing. From Tallahassee to Miami and Orlando, and everywhere in between, there are a lot of cleared opportunities to find in Florida.

Both University of Florida and Disney have made investments into the state, and robotics and technology-focused degrees continue to grow. With NASA on the Gold Coast and SOCOM and CENTCOM in Tampa, Florida is a pipeline for modeling and simulation and aerospace talent.



WORKING IN FLORIDA

2022 AVERAGE CLEARED SALARY: \$99,622

PERCENTAGE OF CLEARED CANDIDATES: 7%

KEY CLEARED OCCUPATIONS:

Aerospace and Aviation
Intelligence
Logistics
Data Science
IT Security

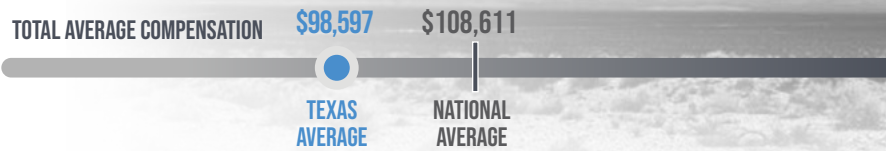
TOP HIRING ORGANIZATIONS:

CAE
General Dynamics
Information Technology
Jacobs
Lockheed Martin
ManTech
Northrop Grumman





TEXAS - THE LONE STAR STATE



TX OVERVIEW

POPULATION:

29.53 Million

SIZE:

268,597 mi²

LIFE IN TEXAS

AVERAGE HOME

COST: \$290,863

AVERAGE MONTHLY

RENT: \$1,453

KEY UNIVERSITIES:

Texas A&M University

Texas Tech University

Southwestern University

Trinity University

Rice University

Texas may be the second largest state in size, have the second largest population, and the second largest economy, but there's a lot of opportunity to be had in the Lone Star state. Everything is bigger in Texas, and thanks to a low cost of living, your dollars stretch farther.

It helps that Texas has a long aerospace history, beginning with Buzz Aldrin and Neil Armstrong training in Texas for their Apollo 11 mission. But Texas also has 18 active military installations, along with a number of defense sector hubs, like Austin's Silicon Hills, Dallas-Fort Worth, and Houston. From supporting military installations to securing critical infrastructure and supporting missions with the Department of Energy or Customers and Border Protection, there's a variety of cleared work in Texas.

And don't sleep on San Antonio - dubbed the "Cyber City" for its growth over the years as a hub. It's the home of the Air Force Cyber Command and NSA Texas, with the highest concentration of cyber and intelligence professionals. If you can take the heat, Texas has jobs, opportunity, and compensation to offer to cleared candidates.



WORKING IN TEXAS

2022 AVERAGE CLEARED SALARY: \$98,597

PERCENTAGE OF CLEARED CANDIDATES: 7%

KEY CLEARED OCCUPATIONS:

- Aerospace and Aviation
- Systems Engineering
- Healthcare and Science Research
- Trainer/Instructor
- IT Support

TOP HIRING ORGANIZATIONS:

- Bell Textron
- CAE
- Lockheed Martin
- ManTech
- Ravtheon

STATES WITH GROWING CLEARED POPULATIONS

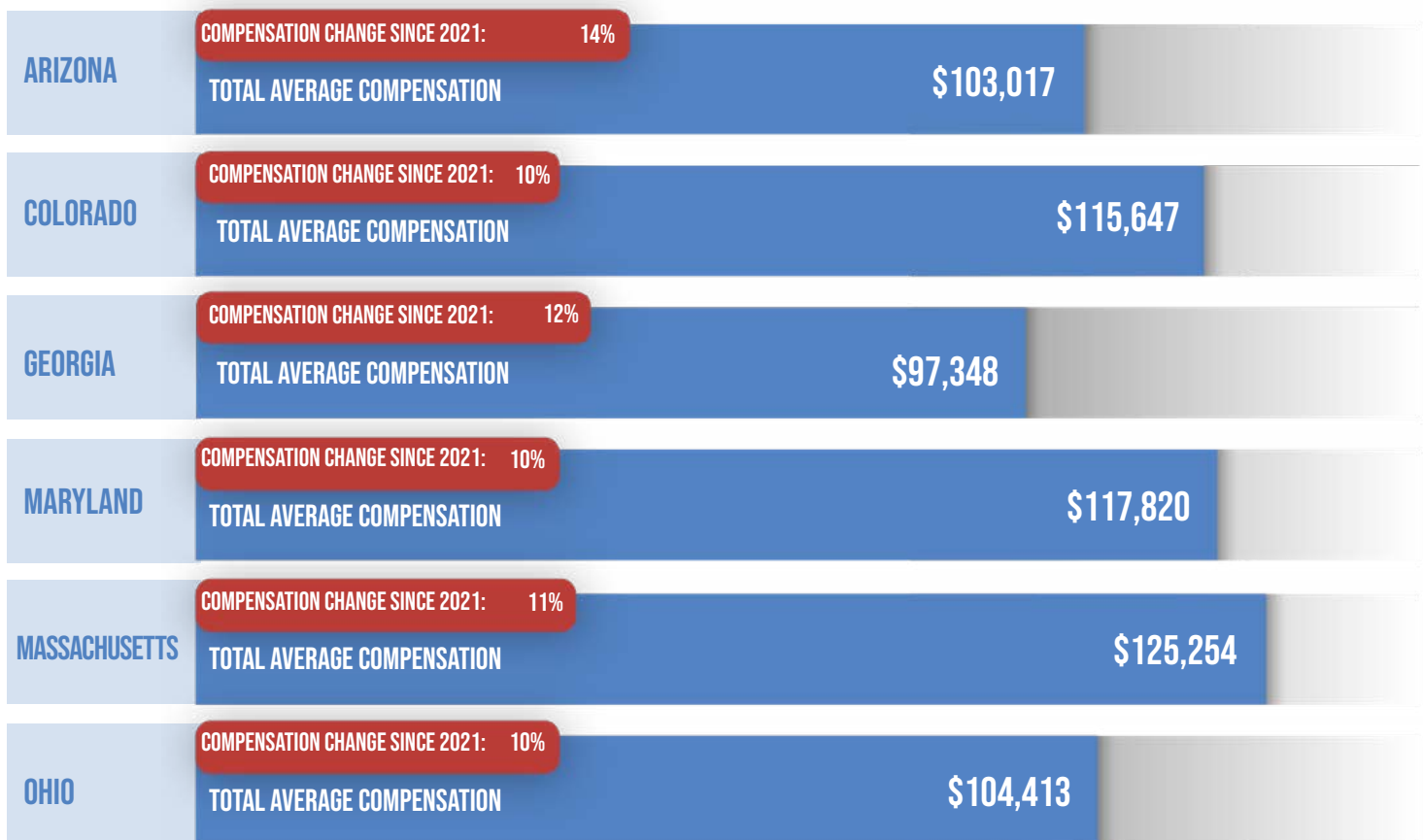
The past three years have ushered in many changes in the cleared landscape. While The D.C. metro region retains a strong presence, other states are growing. And over the past three years, Washington D.C. has dropped by 1% each year. However, Alabama, North Carolina, South Carolina, Texas, and New Mexico have each bumped up their presence by 1% over the past three years, too.

A lot goes into location decisions, but job opportunities play a key role. State governments are often vying for combatant commands or agency headquarters because they understand the job potential they bring to the state. Not only does a federal institution offer federal jobs, but they bring more employers to the state in order to support the facility. Both Alabama and Texas have made a push to attract more talent and organizations to their state, noting the optimal conditions for doing business.

STATES WITH CLEARED COMPENSATION INCREASES

While cleared compensation went up by 7% overall, some states had an even bigger jump this past year. Five out of these six states also boast a six-figure average total compensation package for cleared workers, with Georgia just a few thousand away. Just three years ago, only half of these states offered six-figures to cleared candidates. Georgia, Arizona, and Ohio each had a slight dip in compensation in 2021, only to surge ahead in 2022, offering \$7,000-10,000 more to their workforce.

DOUBLE DIGIT COMPENSATION BUMPS





A CLEARED LANDSCAPE THAT'S CHANGING

Since 2020, the cleared landscape has slowly shifted. Cleared candidates saturated specific markets previously. But with the workforce going home or moving to new locations during the COVID-19 pandemic, opportunities across the country have grown. Employers were suddenly more open to segmenting out remote options. Hard-to-fill positions had the option of allowing the right employee to simply travel to the client site as needed instead of demanding 100% on-site five days per week. While certain states continue to be frontrunners, states like Florida and Texas continue to increase opportunity. The more the national security landscape changes, the more mobility for cleared candidates. And organizations will also have more opportunities to grow their presence in new locations, increasing their cleared talent pool.

IMPORTANT INFORMATION ABOUT OUR REPORT

Compensation data is based on the 2023 Security Clearance Compensation Survey that was administered online by ClearanceJobs. The report also compares to prior compensation surveys administered by ClearanceJobs.

By definition, all respondents included in this analysis have an active or current security clearance issued by the U.S. federal government, are not active-duty military, are employed, and reported compensation figures between \$18,000 and \$350,000.

* Average housing prices are based on current Zillow.com.

** Top employers based on employers with the most open positions in each state on ClearanceJobs.com at the time of report creation.



A MODERN MARKETPLACE 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**

RECRUITING 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.

WANT TO LEARN MORE?

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