

**EDUCATION,
EARNING POTENTIAL,
& EXPECTATIONS
FOR CLEARED
CANDIDATES**





As educational levels rise, earnings increase and unemployment decreases.¹ But how much more can you earn, and how does the unique combination of being cleared and educated add to compensation? And how does the cost of education factor into the benefits?

The key is to balance experience and education and temper expectations for earning power accordingly.

1. Dennis Vilorio, "Education matters," Career Outlook, U.S. Bureau of Labor Statistics, March 2016.

CURRENT EDUCATION STATUS FOR CLEARED CANDIDATES

It's important to consider career goals when planning an educational path. Depending on the role and industry, reaching for (another) diploma may not always pay off.

While compensation doesn't go up in every field with advanced degrees, the overall average increases as cleared candidates climb the education ladder. But compensation also rises with experience or certifications, as well. Depending on the career, factors other than education can have a greater impact.

	High school/GED	Some college credit, no degree	Trade/technical/vocational training	Associate degree	Bachelor's degree	Master's degree	Professional degree	Doctorate degree	I prefer not to answer
% with level of education	5%	17%	5%	10%	36%	23%	1%	2%	1%
Average salary	\$75,957	\$86,232	\$89,132	\$87,641	\$102,335	\$121,962	\$132,519	\$142,641	\$105,339

Tuition reimbursement can be a key retention strategy. Employees want to stick around longer when they know their employer is willing to invest in their people. But it's not enough to simply offer a reimbursement of education benefits – make sure new diplomas and certifications come with higher salaries, or another employer likely will. Programs that require employees to stay in a position for a specific duration following a new degree may ensure employees look for a position as soon as their required term of employment is over.

COLLEGE RECRUITMENT, SPONSORSHIP, AND CLEARANCE READY

One way to get the next generation interested in national security is to start the process while they're still in school. This requires a partnership between government and industry to invest in future talent at different education levels.

The federal government has programs like Scholarship For Service (SFS) that offer scholarships for up to three years of support for cybersecurity undergraduate and graduate degrees. Through the National Science Foundation, the federal government is able to offer scholarships in exchange for future work. Recipients agree to work in various cybersecurity positions for a period equal to the length of the degree.

The military also has long been a key pipeline to support the national security workforce and advance the education opportunities of those who

sign up to serve Uncle Sam. Supporting students with scholarships for future service can help the talent gap to close, particularly in high profile fields like cybersecurity. These programs also offer social mobility for minorities and candidates outside of the typical cleared career pool. Waiting until graduation to catch the eye of a potential candidate is too long. Sell younger talent on the value of serving in national security while they are still in school.

The SFS program also offers security clearances to cybersecurity students, so they are clearance ready upon graduation. While contractors are at times limited in their clearance sponsorship options, internships and entry level positions can be a key way to get students educated and cleared - before the Silicon Valleys of the world scoop them up.

THE FUTURE OF NATIONAL SECURITY

Between internships, clearance-ready college programs, and government sponsorships, some students are graduating with a security clearance and an interest in national security.

When respondents on the 2022 ClearanceJobs Compensation Survey selected students as their occupation, ClearanceJobs asked them some follow-up questions specific to their season in life and role in national security. Only 3% of student respondents have an Intelligence Community (IC) security clearance. However, 52% have a Secret and 38% have a Top Secret or Top Secret/SCI.

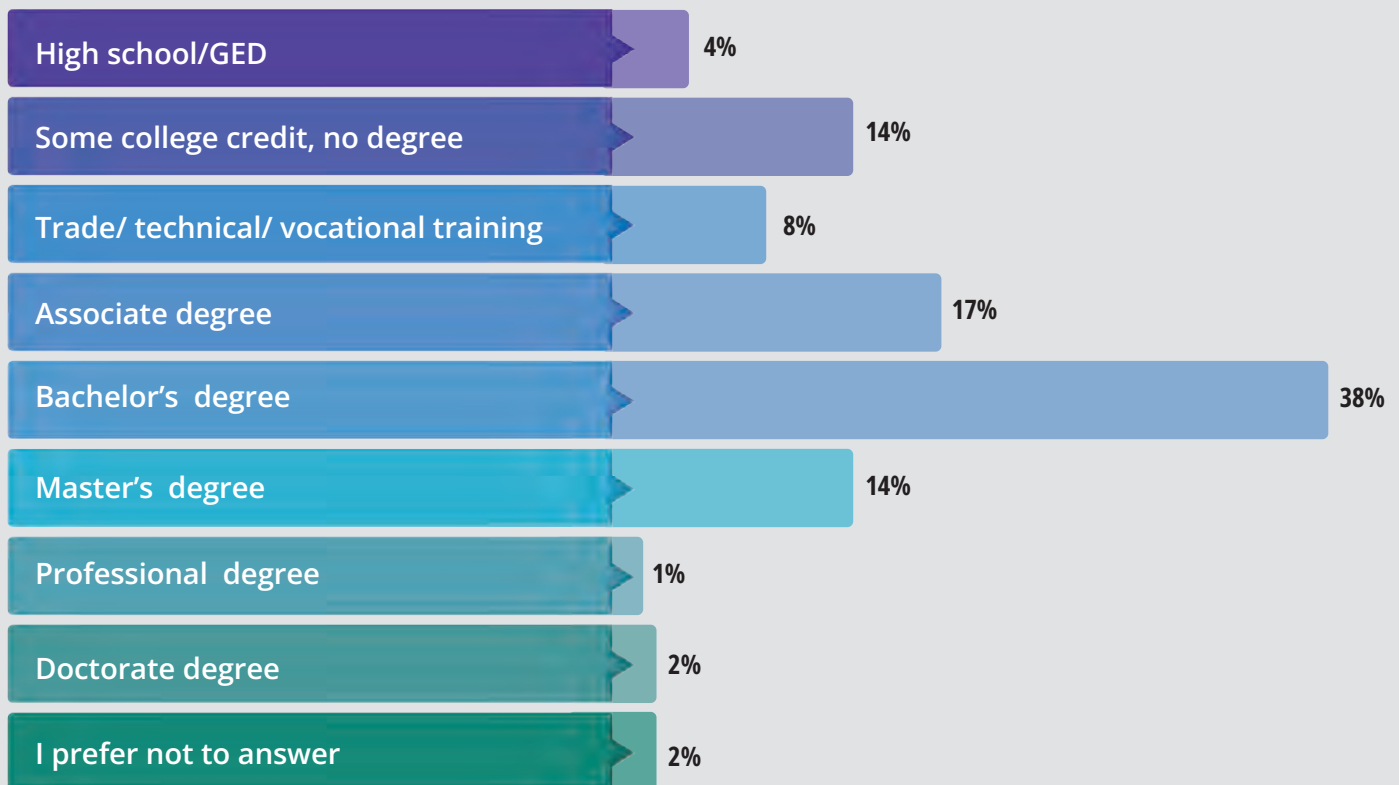
Most cleared students are studying for a bachelor's degree, but there are a few in graduate programs. Only a few respondents carry the honor of being still in high school with a security clearance.

As agencies push to attract new talent, more of them, like the NSA, are offering internship programs in local high schools. Those internships come with a security clearance on the side.

“Programs like the National Security Scholars Program (NSSP) offer unparalleled success outcomes for both students and industry,” said Maria Marinelli, Co-Founder and CEO of Calibr Corporation, both a graduate of the NSSP program and a company executive who has utilized it. “By obtaining clearances as undergraduates, they position themselves for success in transitioning to the workforce, lowering the barrier to entry and minimizing typical delays in the clearance process that often deter candidates. This is a significant success for revitalizing the pipeline of cleared, junior technical talent to support the mission.”

Education Level

What is your current level of study

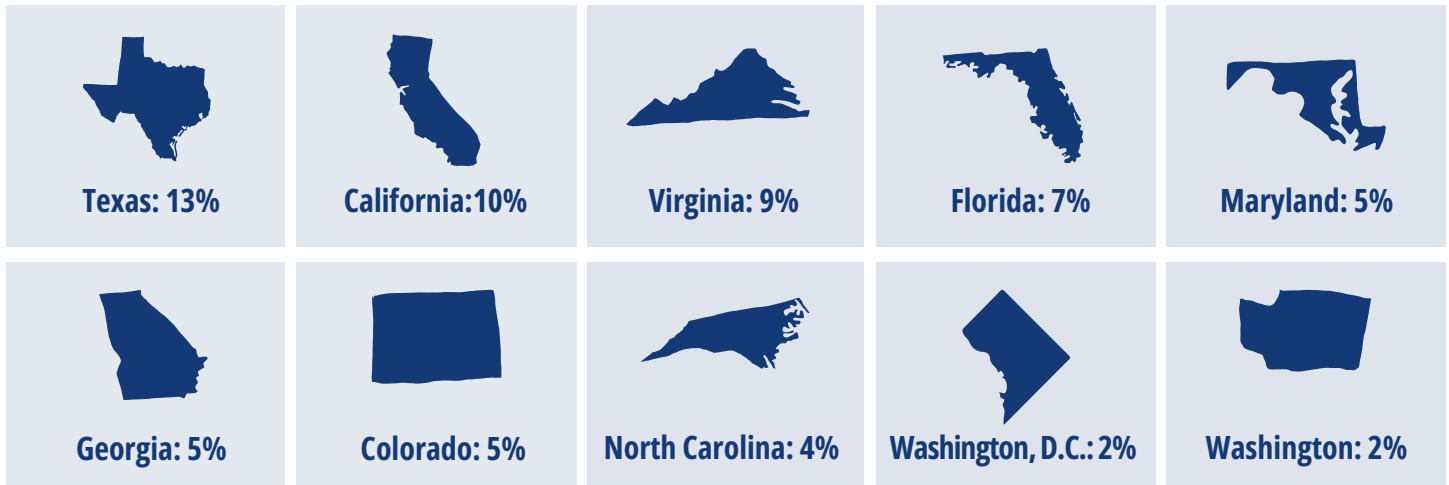


TOP 10 STATES CLEARED STUDENTS WANT TO LIVE AND WORK

While Virginia had 9% of students reporting that state as their school location and their preferred career location after graduation, most states saw major shifts in student location preference after graduation. Three locations saw a major jump in student preference upon graduation. Texas reported 10% of the cleared students in school programs, but 13% said they'd also want to live there afterwards. When it comes to D.C., 4% say they want to work in D.C. - even though only 2% said they went to school there. And 8% said they have a Visa and want to travel to a location outside the U.S. following graduation.

Average Compensation by State

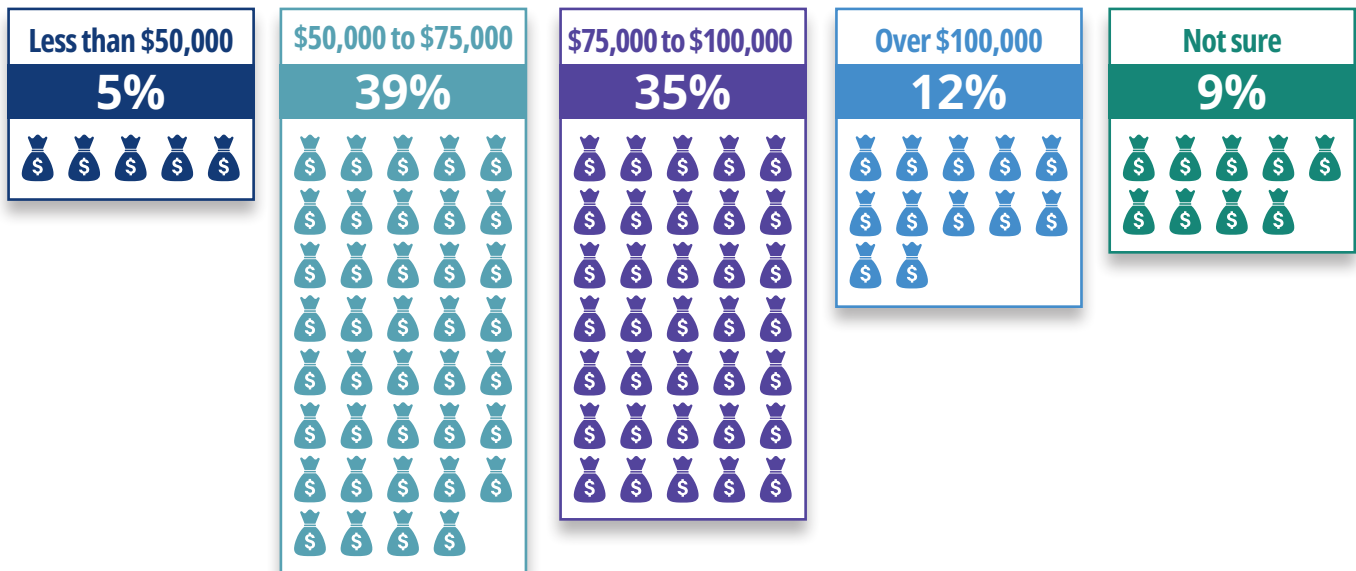
Students' State Preferences Post Graduation



SALARY EXPECTATIONS AFTER GRADUATION

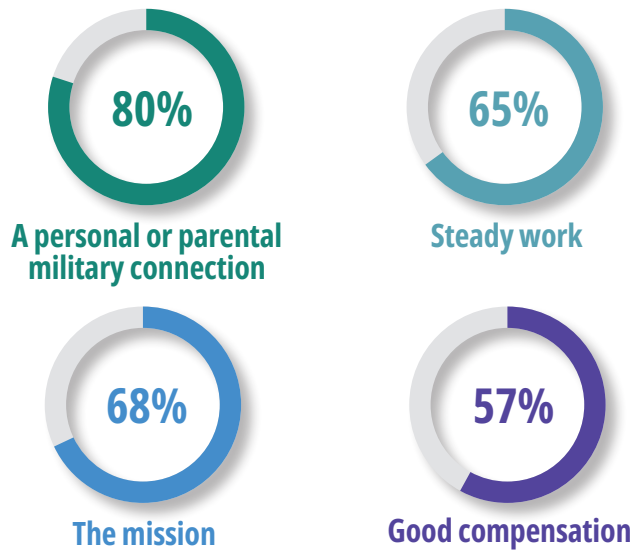
As more entry level cleared, cybersecurity candidates enter the scene, the number of students expecting to earn over \$100,000 may increase. But not everyone is expecting six-figure salaries. Salary expectations for cleared students display a realism many recruiters may find refreshing.

Upon graduation, how much money do you expect to earn?



TOP REASONS FOR WANTING TO WORK IN NATIONAL SECURITY

Students were asked to check all the options that resonated with them on why they would like to work in national security



Only 2% selected the option saying they had no interest in working in national security.

One respondent said, “It is exactly what I studied (IR and Homeland Security) and exactly why I chose my fields of study.” And another said, “It’s where all the exciting research and development is occurring.” Another respondent said that they are a “Scholarship for Service recipient” so they are “obligated to work two years for a government agency.”

The reasons to choose national security are varied, but they are important to understand in order to increase recruitment and retention of younger generations.

THE DIFFERENCE A MASTER’S DEGREE CAN MAKE

Sometimes a master’s degree isn’t just a personal goal for employees. It’s also a goal for some employers to boost education levels for their employees. One way candidates can stand out from a pool of candidates is with a key character trait: curiosity. It’s hard to put that on a resume, but employers can recognize that in the interview process and nourish that trait with education opportunities. And it’s a win-win to push employees to gain more education. Employees make more money, on average, with a master’s degree

than with just a bachelor’s degree. But adding more employees to the master’s club increases credentials in the proposal process.

The key for employers is to increase compensation levels after employees earn a new degree. It’s not enough to just invest in educational pursuits, you also have to compensate employees for them, so they aren’t tempted to take their new degree and run to a higher bidder.

	Bachelor's Compensation	Master's Compensation	Difference
Business/ Finance/ Management	\$104,007	\$123,616	\$19,609
Engineering	\$111,768	\$139,419	\$27,651
Emergency/ Healthcare and Science	\$81,806	\$102,107	\$20,301
Intelligence/ Linguist	\$98,210	\$115,357	\$17,147
Information Technology	\$106,962	\$128,111	\$21,149
Government Contractor/ Military and Law Enforcement/ Security	\$94,441	\$111,944	\$17,503
All other positions	\$98,200	\$115,506	\$17,306

THE EDUCATION ADVANTAGE

The reasons to pursue roles in national security are varied. Education pays off when it's paired closely with career purpose. Employers in national security have an opportunity to attract new talent and keep old talent through education opportunities. Regardless of the generation, candidates want to have a job that offers purpose, and they want an employer willing to invest in them. But it also doesn't hurt to find jobs that provide steady work with good compensation.



BOEING

Want to do work that matters?

We're hiring engineers with secret or top secret security clearance in many U.S. locations. Join us and discover your purpose as you help shape tomorrow's aerospace innovations.

[Boeing.com/Careers](https://www.boeing.com/careers)

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.

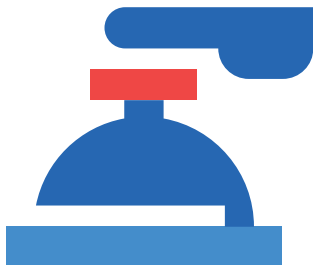
When respondents selected student, ClearanceJobs asked follow-up questions in lieu of the compensation questions. A total of 751 respondents selected student and form the basis for the Education, Earning Potential, and Expectation for Cleared Candidates Report.

ClearanceJobs®

A MODERN MARKETPLACE FOR CAREER OPPORTUNITIES
IN NATIONAL SECURITY

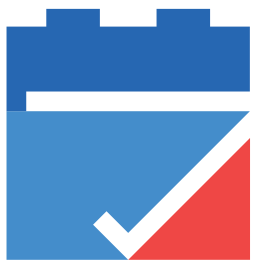
ClearanceJobs is your all-in-one recruiting solution. Much like a CRM, our unique system lets you target top candidate leads, converting cool passives to active candidates ready to make a move—to your company.

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.

Want to learn more?

Connect with a ClearanceJobs Recruiting Specialist today at 1.866.302.7264
or visit our website at www.clearancejobs.com