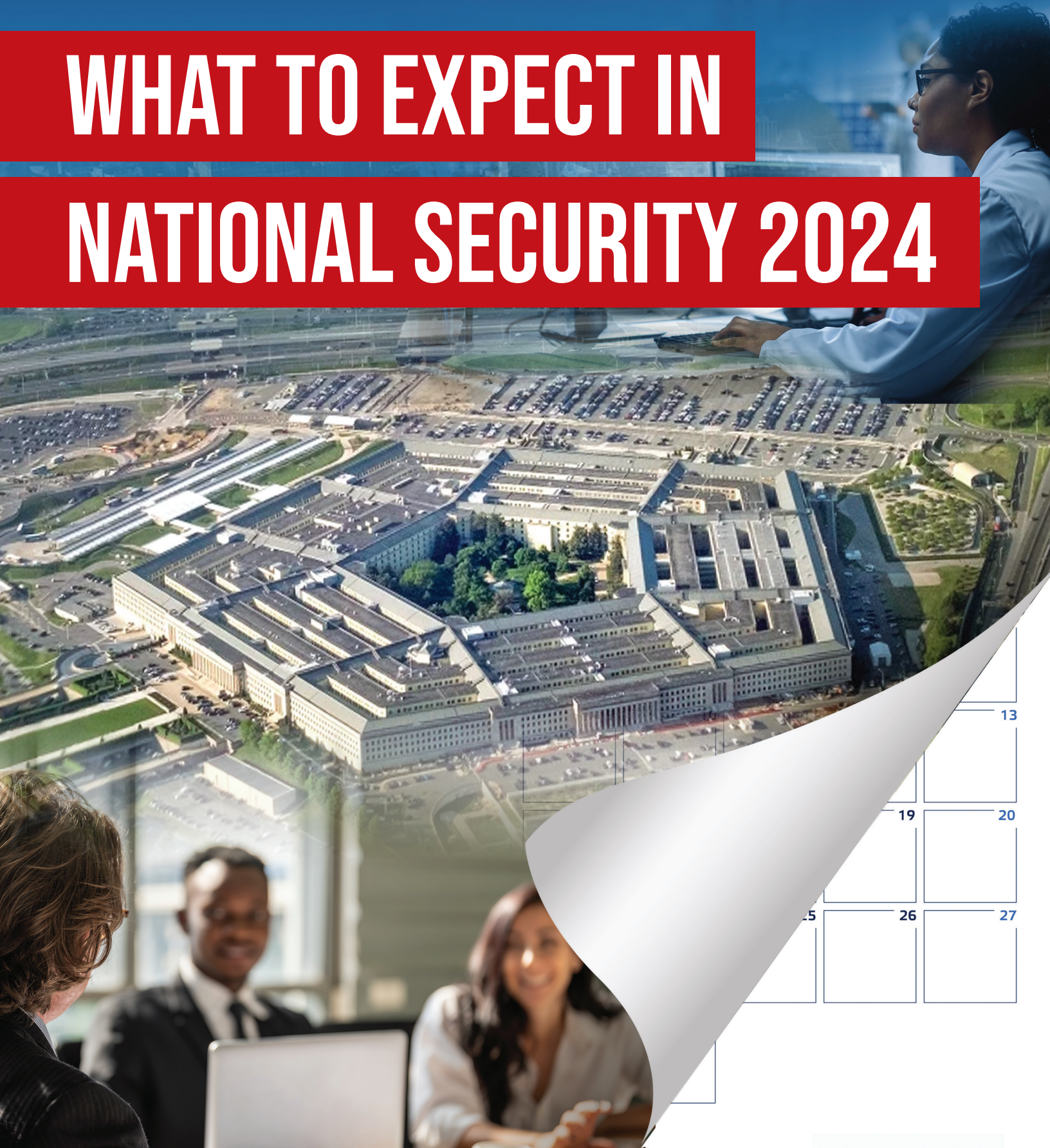


WHAT TO EXPECT IN NATIONAL SECURITY 2024



WHAT TO EXPECT IN NATIONAL SECURITY 2024

A letter from our President and Founder, Evan Lesser

The national security job market remained strong in 2023 even as the commercial sector struggled. The benefits of national security work are clear, but finding, attracting, and keeping the right talent remains incredibly difficult. The security clearance marketplace keeps getting more demanding for recruiters and hiring managers. Employers with security cleared workers are going to find the new year as challenging for recruitment and retention as ever. Simply put, there is a supply and demand imbalance that is getting worse and worse over time.

Based on recent surveys at ClearanceJobs, 92% of cleared personnel say that they're already employed. That means that only 8% consider themselves to be unemployed and actively job seeking. That's the supply.

But the demand for cleared talent is only increasing, and each day the government awards new contracts to companies requiring workers with clearance, and in many cases those workers either don't exist or they exist in incredibly small numbers. It makes recruiting difficult at best. At the same time, employers really need to ensure that their own cleared employees will stay in place. Poaching is rampant these days and a little more than half of cleared workers we've surveyed say they were likely or very likely to leave their jobs in the next year for greener pastures.

At ClearanceJobs, we can't necessarily create new cleared people, but what we can do is bring them to the service. We can introduce them to employers that are hiring and let the employers talk about why that person may want to leave their current position and come over to their job. With 92% of people with security clearance already employed, it's going to take an employer quite a lot of work to convince someone who's already fairly happily employed to leave their current employer to come over to a new job.

Another ClearanceJobs survey showed that for 51% of recruiters, their top pain point in recruiting is simply getting candidates to engage. When an employer comes to ClearanceJobs, they may post jobs, they may search through our database, but if the candidates don't engage, then they're not going to get too far.

Shifting the Conversation to Compete for Cleared Talent: ClearanceJobs Community

One of the things that we've done over the last year is shift ClearanceJobs from being a marketplace where employers and candidates exchange opportunities to being a community. The community aspect allows people to get to know each other so those opportunities can present themselves in a more natural and organic manner. When most people have jobs they don't want job postings shoved down their throat. Community aspects give employers and candidates the ability to talk, share information, share content, for both employers and candidates. Employers can talk about articles they've read and movies they've watched and books they're reading and candidates can talk about where they've been traveling to and what they're looking forward to in the new year and what kind of training and certifications they're getting. That stuff opens the door for opportunity.

As the cleared recruiting environment grows only more challenging into 2024, engaging talent is critical. There is value in interacting with candidates even without a hire. Building relationships with talent in the cleared world pays off in dividends and creating goodwill and trust is beneficial to employers. There is so much value to interacting with candidates in a positive way even without a hire.

Evan Lesser

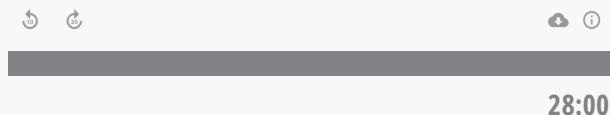
President and Founder of ClearanceJobs

▶ LISTEN TO MORE IN AN INTERVIEW WITH EVAN LESSER



Security Clearance Expectations for 2024

featuring Sean Bigley, Lindy Kyzer & Evan Lesser



<https://federalnewsnetwork.com/podcast/security-clearance-insecurity/security-clearance-expectations-for-2024/>

A WALK BACK THROUGH 2023

Before we move ahead into another year in national security, it's important to walk back through the past year. A quick glance backwards at the cleared recruiting news in 2023 highlights the many industry accomplishments.

KEY ACQUISITIONS



- BlueHalo acquired Ipsolon Research.
- Arcfield acquired Orion Space Solutions.
- Aerovironment acquired Tomahawk Robotics.
- L3Harris acquired Aerojet Rocketdyne.
- Frontgrade Technologies acquired Aethercomm.
- Honeywell acquired SCADAfence.
- Akima acquired Pinnacle Solutions, Inc.
- ASRC Federal acquired Broadleaf, Inc.
- Maxar Technologies acquired Aurora Insight.
- NV5 acquired the L3Harris Technologies' Visual Information Solutions business.
- ASRC Federal acquired SAIC's logistics and supply chain management arm.
- Sentar acquired Waterfront Technical Services.
- ManTech International acquired Definitive Logic.
- BAE agreed to buy Ball Corporation's aerospace business.
- Parsons Corporation acquired Sealing Technologies.
- Graham Corporation acquired P3 Technologies, LLC.

HIRING INITIATIVES

- RTX, formerly known as Raytheon, had over 1,000 job openings available just in Connecticut in September 2023.
- Internal Revenue Service (IRS) posted almost 4,000 openings for revenue agents, as well as, made plans to hire 10,000 employees in FY 2023.
- Defense Counterintelligence and Security Agency (DCSA) had multiple openings for background investigators in 2023.
- Booz Allen had a hiring push in Norfolk, VA.
- Boecore expanded in Colorado, bringing over 600 jobs to the area.
- Veterans Health Administration recruited over 43,000 new employees in FY 2023, with new goals in FY 2024.
- Boeing had a hiring surge in 2023, looking for pilots, as well as, plans to increase staffing levels by 10,000.
- Accenture plans to double their AI talent through hiring, acquisitions, and training.
- Leidos expanded in North Charleston, SC, creating up to 170 jobs.
- Aerojet Rocketdyne added about 200 jobs in Camden, AK.
- Dev Technology Group expanded in Fairfax County, VA, adding 90 jobs.
- Northrop Grumman grew in Huntsville, AL, with a campus that houses over 1,000 employees.
- DIA hit social media to announce their hiring surge in 2023.
- Lockheed Martin wanted to add up to 300 employees in Salina, NY in 2023.
- NSA opened up 2023 with a hiring all-call. The Agency made plans to hire over 3,000 new employees in many areas at all skill levels.
- Serco had a hiring surge with adding 120 employees to support the F-35 program in 2023. More hiring is planned for the future.

OPPORTUNITIES AND GROWTH

- Raytheon and Rafael Advanced Defense Systems built a missile manufacturing facility in East Camden, AR.
- FTI built their Operational Research Bridge for Innovation & Technology (ORBIT Center) in Colorado Springs.
- Parry Labs, LLC and EpiSci partnered to deliver a formidable combat edge for the Air Force.
- U.S. Cyber Command (CYBERCOM) made moves to build the next generation of cyber talent with key internship programs.
- Leidos and Microsoft teamed up to accelerate artificial intelligence (AI) transformation in the public sector.
- Lockheed Martin helped strengthen the defense industrial base through its Next Generation Interceptor (NGI) program, a key award through the Missile Defense Agency. Through the program, Lockheed Martin will work with Marotta Controls, Space Information Labs (SIL), and Valley Tech Systems (VTS).
- Micross Components opened a new 85,000 sq. ft. semiconductor and specialty electronics manufacturing facility in Apopka, FL.
- Raytheon moved its Tucson, AZ location across town, getting even closer to young, tech talent.
- Stratolaunch LLC and Purdue University teamed up to accelerate the time required to design, build, test, and fly hypersonic vehicles.
- The CIA made a recruiting push with a new hiring portal and a more streamlined process.
- Lockheed Martin invested almost \$8.5 million in STEM students in 2023.
- George Mason University received almost \$1 million in federal funding to create the Mason Center for Excellence in Government Cybersecurity Risk Management and Resilience.
- Amentum moved from Maryland to Virginia, after acquiring PAE, Inc in 2022.
- Booz Allen invested in Shift5, the onboard data company.

- RTX's Collins Aerospace celebrated the opening of a \$14 million expansion of its additive manufacturing center in West Des Moines, IA.
- Northrop Grumman Corporation established a Hypersonics Capability Center (HCC) in Elkton, MD.
- Booz Allen unveiled its Pax River Mission Systems Integration Facility (MSIF) in California, MD.
- Sigma Defense Systems broke ground on a state-of-the-art production facility in Perry, GA.
- Huntington Ingalls Industries' Mission Technologies division unveiled its new engineering facility in Syracuse, NY.



LOOKING AHEAD TO 2024

Here's what to look for in the cleared community and ways you can address the talent crunch, given the current landscape.



Be careful to stay out of the penalty box in 2024. Federal contractors face growing scrutiny as the U.S. Department of Labor (DOL) ramps up penalties for hiring discrimination. The number of conciliation agreements with financial penalties jumped 42% in the 2023 fiscal year, signaling heightened enforcement. While some private employers are shying away from diversity initiatives, government contractors face increased obligations to ensure equal opportunities.



AI is a major buzzword, but it's also a major reality. Right now, the D.C. metro area ranks second in the nation for artificial intelligence-related job openings. The defense industry is a key driver for AI skills and shows no signs of slowing down. Prepare to battle for the cleared AI talent in 2024.



Recruit the new kids on the block. Gen Z talent is entering the workforce, but they may not be considering national security. Internships, apprenticeships, and entry-level positions can show young talent they are a priority. With less history to adjudicate, younger talent can often sail through the security clearance process a little faster.



Hiring scams still abound. Make sure job offerings are clear and easy to read to make your open requisition stand out as legit. U.S. adversaries are continually targeting cleared talent. Make the job of verifying your company a little easier with robust company profiles and personalized messages. Not only will you avoid a scammer label, but you might connect with cleared talent and make a hire in the process.



CONGRESS AND FILLING TALENT GAPS

As budget drama closes out the year, 2024 just ushers in more politics. Don't expect the current situation to immediately get better with the new year. A budget cut doesn't help hiring plans, and a government shutdown or a continuing resolution has major implications on the mission. However, it's also important to not let the constant budget discussions widen your talent gaps. Lean into your community - reaching out to others in the industry and fostering relationships with cleared talent. As soon as the budget forecast changes, you'll be poised to fill any openings.



What's your next mission?

Veterans make up nearly 15% of our U.S. workforce and we know the transition to civilian life provides an opportunity to upskill and grow. Join us and work with advanced aerospace and defense technologies that help keep the world safe and bring our heroes home.

boeing.com/careers





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



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.

WANT TO LEARN MORE?

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