



ClearanceJobs®

HOT CLEARED JOBS

AND INDUSTRIES

A SNAPSHOT OF CANDIDATES AND WORKFORCE TRENDS





The cleared community is a unique and essential workforce. National security workers are entrusted with a lot of responsibility. Working in the cleared community is not just a job; it's a commitment. Even the smallest breach of security can have far-reaching consequences.

While the work is secret, understanding the overall landscape doesn't need to be. ClearanceJobs curated topline data about the national security workforce to identify key trends and community data points you need to know.

TOP STATES

Trying to fill an open position but can't find any cleared candidates in that state? Or on the flipside, are you job searching but can't find any openings where you live? The laws of supply and demand impact the cleared community, too.

States and Cleared Candidates

While Virginia consistently had the highest number of job postings from cleared employers, it is also a top choice for candidates. For candidates, that means there will always be options available. And for employers, it means that your employees have a high probability of being poached.

California has seen a steady increase in candidates, with its percentage rising from 8.68% in 2020 to 10.96% in 2023. Texas boasts a hearty contingent of cleared candidates, with a stable presence among ClearanceJobs candidates, hovering around 10% throughout the four years.

Florida, the Sunshine State, is not just a haven for sunseekers; it's also a booming hub for clearance holders, consistently attracting around 7.39% of candidates. Maryland's share of candidates has declined gradually from 7.31% in 2020 to 6.06% in 2023.

Virginia, Texas and California are the top three states over the last three years with the largest number of candidates listing them as their state on their ClearanceJobs profile. Candidates continue to increase in numbers year over year but these three states remain the top locations where candidates can be found.

Top States for Cleared Candidates

	2020	2021	2022	2023
Virginia	12.55%	12.08%	12.20%	11.02%
California	8.68%	9.28%	9.71%	10.96%
Texas	9.98%	9.97%	10.03%	9.85%
Florida	7.28%	7.34%	7.39%	7.39%
Maryland	7.31%	6.94%	6.77%	6.06%
Georgia	4.61%	4.47%	4.58%	5.05%
North Carolina	4.62%	4.51%	4.61%	4.36%
Colorado	3.32%	3.32%	3.26%	3.32%
Washington	2.38%	2.60%	2.69%	2.61%
Alabama	2.26%	2.42%	2.28%	2.35%
New York	2.06%	2.03%	1.97%	2.22%
Other	0.85%	1.00%	2.38%	2.35%

States and Employers

While Virginia is the state with the most job listings, Maryland and California come in next consistently. And with Texas and Florida top states for candidates, recruiters should check in with them to propose a relocation or remote work offer for hard-to-fill positions in other states.

Posted Jobs by State

	2020	2021	2022	2023
Virginia	29%	27%	19%	23%
Maryland	13%	15%	11%	10%
California	7%	8%	14%	8%
Florida	5%	5%	5%	6%
D.C.	6%	6%	4%	5%
Colorado	4%	4%	5%	4%
Alabama	2%	3%	3%	4%
Texas	3%	3%	4%	4%
New Mexico	3%	3%	2%	3%
Not Provided	6%	5%	6%	9%

Virginia may love its cleared candidates, but since 2020, the state has seen some decline from its highest percentage of job postings in 2020 (29%). It steadily declined over the years to 23% in 2023. Maryland had the second-highest percentage of job postings in 2021 (15%), but it also saw a gradual decline to 10% in 2023.



Not every cleared job in Virginia requires living and working in the Northern Virginia area, but when it comes to national security hubs, NoVa is hard to top. Turns out that Northern Virginia is the sweet spot for those who crave a suburban lifestyle while keeping close access to urban sites.

Northern Virginia thrives as a bustling region with many counties and independent cities. Situated to the south and west of the nation's capital, Washington, D.C., and flanked by Maryland to the north and the Appalachian Mountains to the east, this area boasts a community of approximately two million residents. Notably, Northern Virginia claims the distinction of being the most populous region in both the Commonwealth of Virginia and the broader Washington metropolitan area. The area has a median household income of over \$100,000, solidifying its status as one of the nation's wealthiest regions.

With top-tier schools and a job market that's the envy of the nation - especially in the cleared community - candidates and companies routinely make a beeline for this hub.

KEY NORTHERN VIRGINIA HOT SPOTS

Alexandria: A historic city with a vibrant arts scene, offering a mix of work and cultural experiences. Convenient for government employees and art enthusiasts.

Arlington County: Home to major businesses and government organizations, including the Pentagon. Offers a high quality of life and excellent educational institutions.

Ballston: A revitalized neighborhood inside Arlington, featuring Ballston Quarter. It's ideal for professionals looking for work and entertainment in one place.

Del Ray: A family-driven neighborhood in Alexandria, with a vibrant arts and crafts scene. Perfect for professionals seeking a close-knit community and close to the Pentagon.

Falls Church: Known for its rich history, Falls Church offers a range of housing options and easy access to the CIA headquarters and other government agencies.

Fairfax County: One of the wealthiest counties in the U.S., home to businesses, including many defense contractors.

Loudoun County: A populous county with a strong job market and low crime rate. Offers opportunities in various industries and a family-friendly environment.

Mosaic District: A shopping and dining destination - ideal for those who appreciate work-life balance.

National Landing: A rising urban community encompassing Crystal City, Pentagon City, and Potomac Yard. Offers a central location and proximity to key government facilities, ideal for government and defense professionals.

Pimmit Hills: Undergoing transformation with custom homes, this area offers a convenient location between Tysons and Falls Church.

Reston: An expanding area with growing job opportunities and entertainment options, including Reston Town Center. Perfect for tech professionals.

Tysons: A continually developing business hub with four Metro stops provides various work and living options.

VIRGINIA STATS

▶ **2022 Average Cleared Salary for Virginians: \$118,169***

▶ **Average Home Cost in Northern VA Counties**:**

Alexandria (city) \$807,500

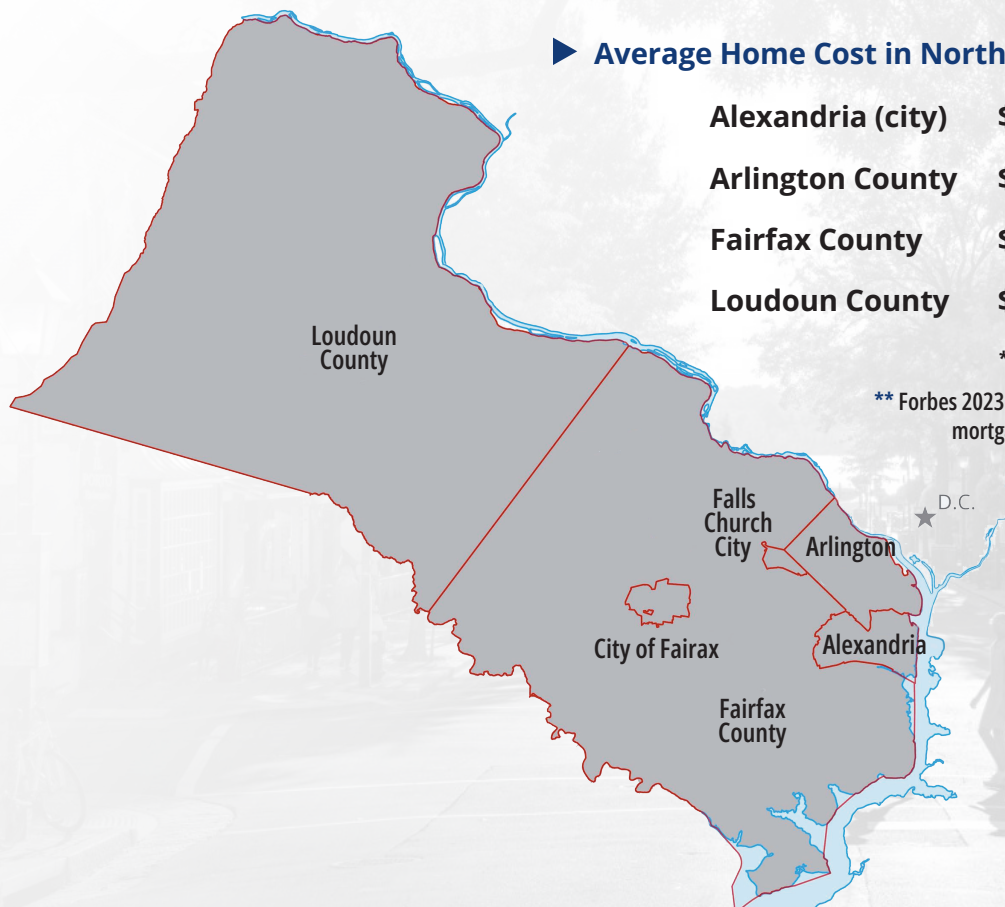
Arlington County \$912,000

Fairfax County \$861,225

Loudoun County \$850,000

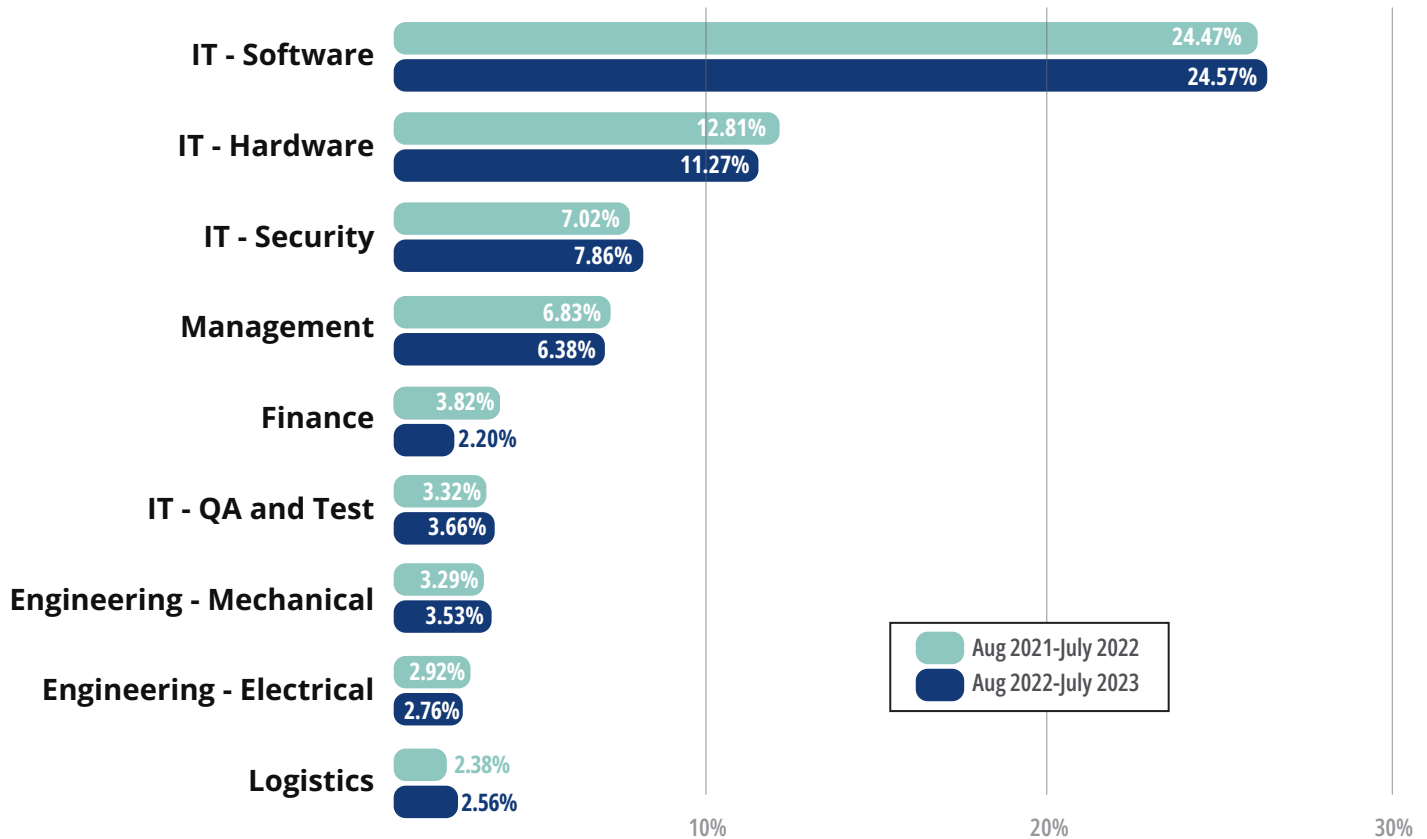
* 2023 ClearanceJobs Compensation Report

** Forbes 2023 Article: <https://www.forbes.com/advisor/mortgages/real-estate/virginia-housing-market/>



JOBS BY INDUSTRY

IT consistently outranks every other job industry each year. In the prior two years all three top career categories are IT functions.



IT - Software is the most prominent industry both years, with a consistent share of job postings, indicating a stable demand for software-related roles. Security also maintained a steady presence in both years, indicating consistent demand for security-related positions.

Management and finance industries both experienced a decrease in their share of job postings year over year. Factors such as contract awards, defense needs, and politics influence much of the industry fluctuations. It's an evolving job market with changing demands for talent.

TOP COMPANIES

The Department of Defense awards contracts for new work and ongoing programs daily, unless there's a government shutdown, of course. Defense News gathers information each year, based on companies' annual reports, analysts, their own sources, as well as, research from the International Institute for Strategic Studies, SPADE Indexes and Oliver Wyman. Each year, they create a Top 100 list that includes U.S. and international organizations that have defense work. The companies that are included on the list respond to Defense News' survey, reporting their total annual revenue and revenue derived from defense, intelligence, homeland security and other national security contracts.

Defense Contractor	2022 Defense Revenue	2022 Total Revenue	% Revenue from Defense	Defense Revenue Change from 2021
 Lockheed Martin	\$63,334.00	\$65,984.00	96%	-2%
 RTX	\$39,600.00	\$67,100.00	59%	-5%
 Northrop Grumman	\$32,435.00	\$36,602.00	89%	3%
 Boeing	\$30,843.00	\$66,608.00	46%	-12%
 General Dynamics	\$30,400.00	\$39,400.00	77%	-1%
 L3Harris Technologies	\$13,927.00	\$17,062.00	82%	-7%
 HII	\$10,625.00	\$10,676.00	100%	12%
 Leidos	\$9,525.00	\$14,396.00	66%	19%
 Amentum	\$6,000.00	\$8,600.00	70%	2%
 Booz Allen Hamilton	\$5,904.37	\$9,258.91	64%	7%

In 2022, Lockheed Martin held onto its status as the leading defense contractor, with \$63.3 billion in defense revenue, albeit with a slight 2% dip from the prior year. An impressive 96% of its overall revenue is attributed to defense contracts, solidifying Lockheed Martin's pivotal role in the industry. Conversely, General Dynamics maintained a resilient position by garnering 77% of its total revenue from defense contracts, demonstrating a well-balanced portfolio that extends into non-defense sectors. This strategic diversification not only underscores the company's financial stability but also positions it favorably to weather periods of fluctuating defense expenditures.

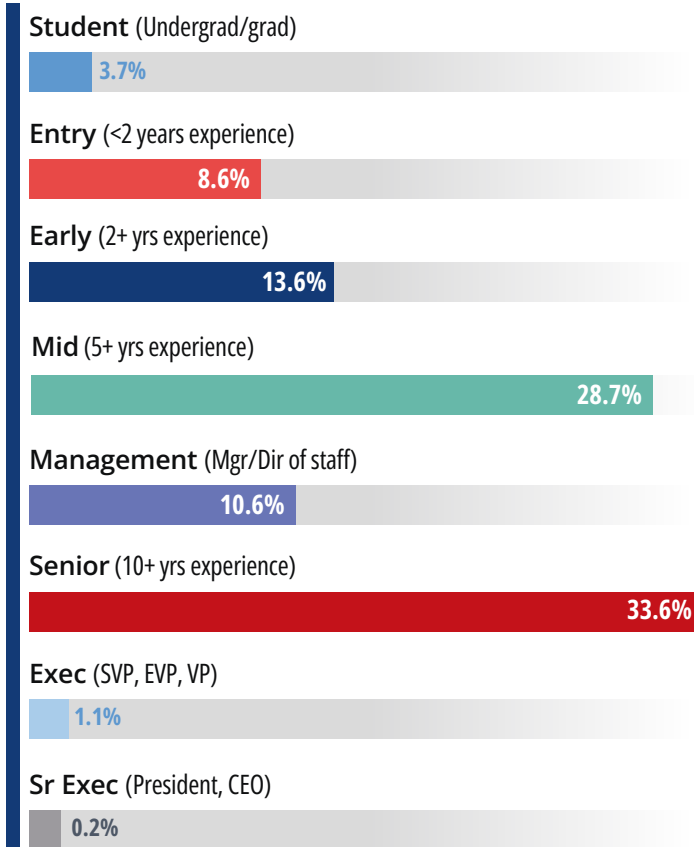
In 2022, Leidos and Amentum emerged as standout performers, boasting remarkable growth rates of 19% and 2%, respectively, in their defense revenue. These figures underscore their expanding roles and growing influence within the defense industry. While defense remains a substantial portion of these companies' earnings, it's noteworthy that most of these industry leaders have diversified interests beyond defense. For instance, RTX, a prominent player, derived 59% of its revenue from defense contracts, revealing a strong presence in both defense and civilian markets.

CLEARED CANDIDATE SNAPSHOT

ClearanceJobs regularly takes a snapshot of cleared candidates*, keeping an eye on changes in the workforce. While the cleared candidate pool is diverse, some categories are fuller than others. The workforce is still relatively young, with 50% reporting five years or less of experience. And while 33% report roles in engineering or IT, cleared candidates fill a variety of roles in national security in blue and white collar positions. Over half of the cleared candidates have a bachelor's degree or above, but education options are also varied. The good news is that 85% report a willingness to relocate. As cleared hubs open up throughout the U.S. in different locations, it's always a good option to keep in mind.

*Cleared Candidate Snapshot data as of June 2023

CAREER LEVEL

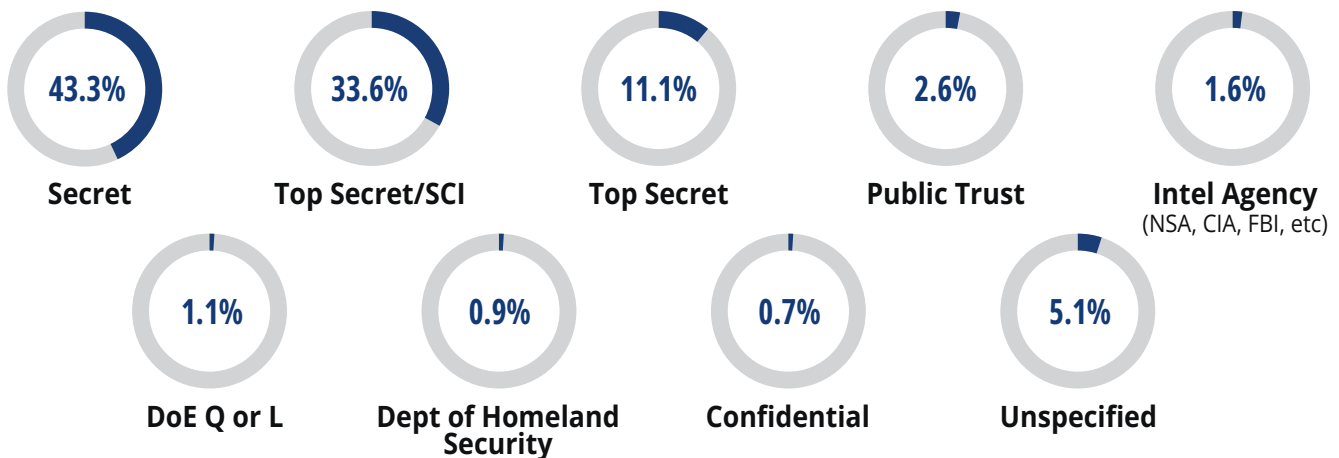


CAREER LEVEL

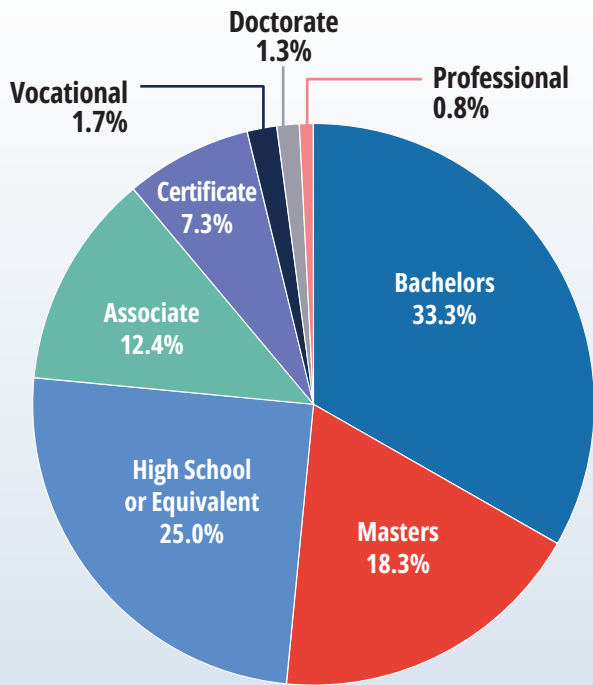
PERCENT

Career Level	Percentage
IT	26.0%
Intelligence	10.3%
Military and Law Enforcement	9.1%
Business	8.8%
Management	8.7%
Aerospace and Aviation	8.1%
Engineering	6.7%
Logistics	6.0%
Security	6.0%
Construction/Facilities	2.2%
Healthcare and Science	2.0%
Trainer/Instructor	1.8%
Finance	1.7%
Linguist	1.0%
Emergency	0.8%
Visual and Creative	0.8%

CLEARANCE LEVEL



EDUCATION LEVEL

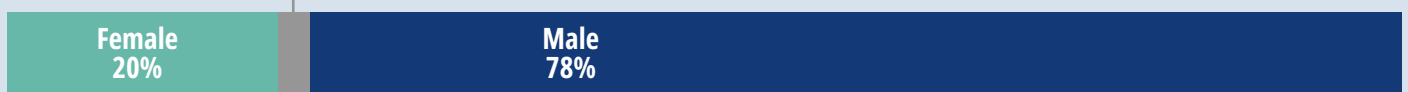


MILITARY BRANCH

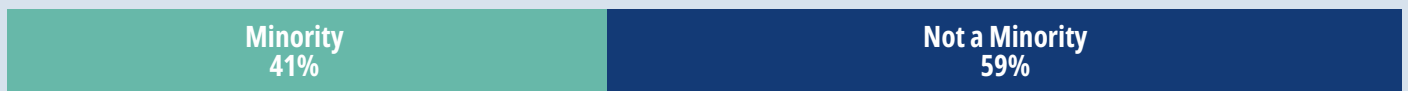
PERCENT

Army	25.90%
Air Force	15.10%
Navy	12.60%
Marines	7.80%
National Guard	4.30%
Reserves	2.10%
DoD Civilian	2.10%
Coast Guard	0.60%
None	29.60%

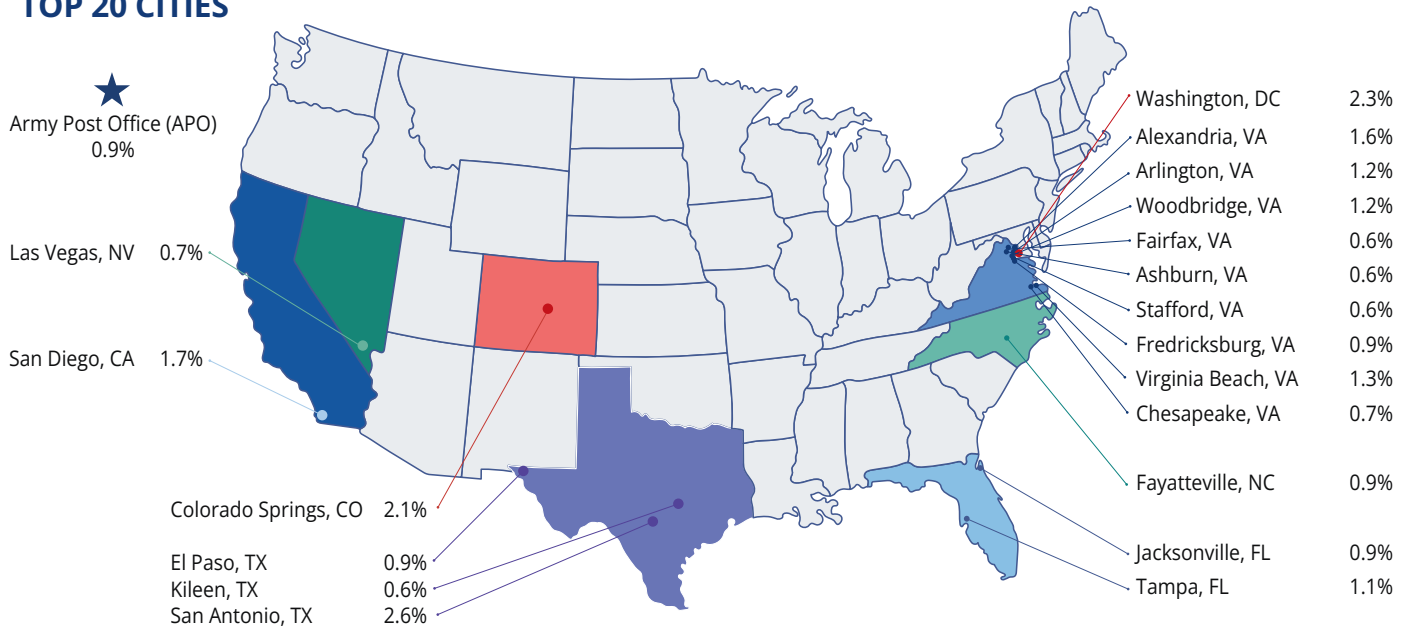
GENDER



ETHNICITY



TOP 20 CITIES

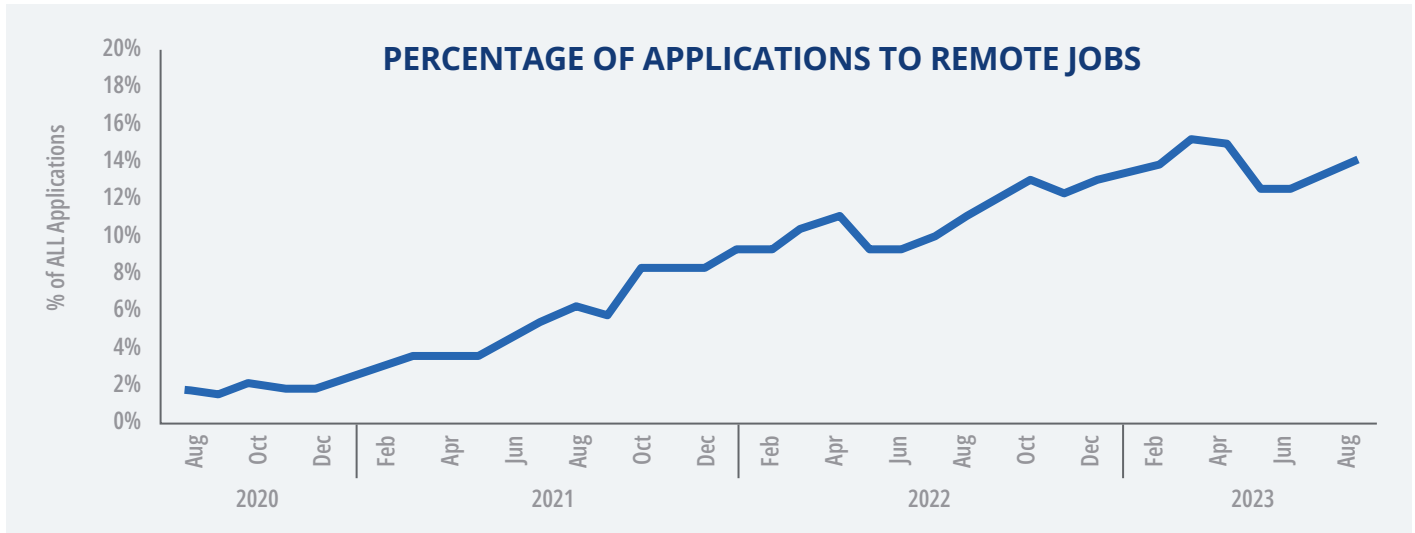


EMPLOYER TRENDS

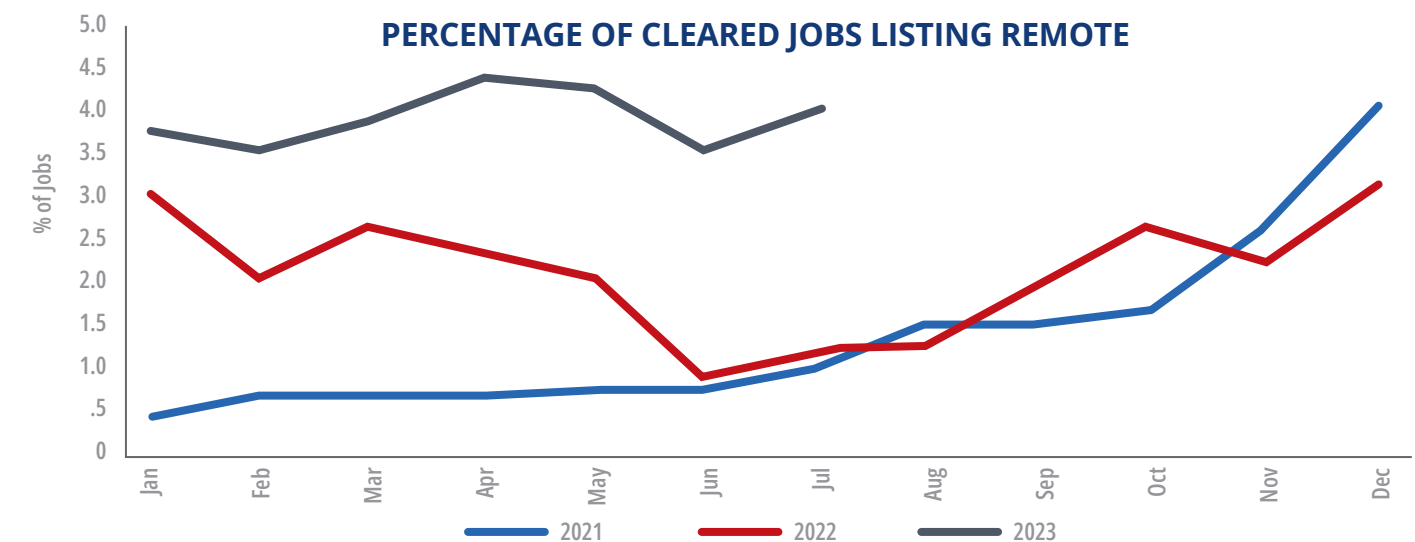
Tracking employer trends is like having a compass in the ever-shifting job market, guiding both job seekers and organizations towards success. It's not just about knowing where the job winds are blowing; it's about being prepared to set sail in the right direction.

Remote Work

A persistent topic since 2020 is remote work. Clearance holders have long dreamed of remote opportunities, but the post pandemic life is slowly turning dreams into reality.



In just 2.5 years, we've witnessed a remarkable shift in job seekers' preferences, with applications for remote work positions surging. The numbers don't lie: In 2021, remote job applications averaged at 5.62%, but by 2023, that figure increased to 13.37%. It's clear the allure of working from home has captured the hearts of candidates, shaping the future of national security work in a way few expected.

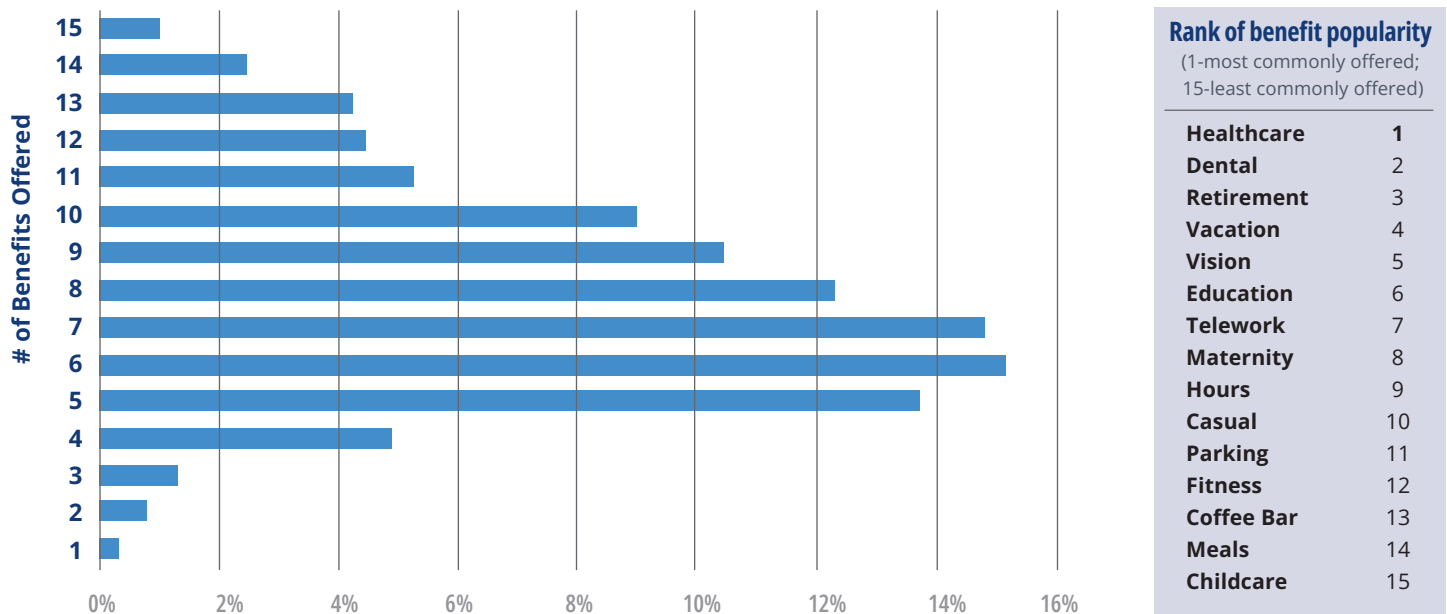


We've also witnessed a noticeable increase in remote job postings by employers. COVID-19 opened the door to remote work for security clearance holders, and employers are working to ensure the door remains cracked, with increases in both hybrid and fully remote cleared roles. Instead of decreasing over time, employers continue to increase remote options.

Benefits

Employers can pick from 15 predetermined Benefits when they complete their company page on ClearanceJobs. While employers can offer candidates other benefits outside this list, 75% of ALL active companies offer between 5 to 10 benefits. Some are more common than others.

NUMBER OF BENEFITS OFFERED BY CLEARED INDUSTRY COMPANIES



Healthcare benefits occupy the top spot as the most commonly offered benefit. Employers prioritize the well-being of their workforce by providing access to healthcare coverage. However, healthcare quality is important. Current employees should be willing to testify about their satisfaction levels.

Retirement benefits follow closely behind in the third position. This reflects the significance of long-term financial planning for employees, with employers acknowledging the importance of helping their workforce secure their financial future. Telework benefits, ranked seventh, indicate a growing recognition of the importance of this option. As the modern workforce values flexibility and remote work options, employers are increasingly offering telework benefits to attract and retain talent, emphasizing the changing nature of work in today's world.

THE CLEARED COMMUNITY

National security spans a wide spectrum of industries, from defense and intelligence to homeland security, each playing a crucial role in safeguarding the nation's interests. As the world evolves, so do the dynamics of national security employment. Employment trends, accentuated by the global pandemic, have seen a surge in remote work opportunities, reflecting a changing landscape that values flexibility.

From industry giants to mid-sized organizations to small businesses and start-ups, there's a blend of stability, innovation, and opportunities for professionals who are passionate about preserving national security.

ABOUT THIS STUDY:

This study was based on available data from candidates and companies in the ClearanceJobs community. It was created using data August 1, 2022 through July 31, 2023, comparing that data to prior years with the same parameters.



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.

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