

# VIRGINIA SECURITY CLEARANCE COMPENSATION REPORT

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# VIRGINIA

## THE OLD DOMINION STATE



### LIFE IN VIRGINIA

**TOTAL POPULATION:** 8.642 Million | **Cleared Candidates:** 21%

**AVERAGE HOME COST:** \$396,356

**AVERAGE MONTHLY RENT:** \$1,950

### KEY UNIVERSITIES:

George Mason University  
James Madison University  
Virginia Tech

University of Virginia  
William & Mary

### VIRGINIA'S CLEARED WORKFORCE

#### TOP HIRING ORGANIZATIONS:

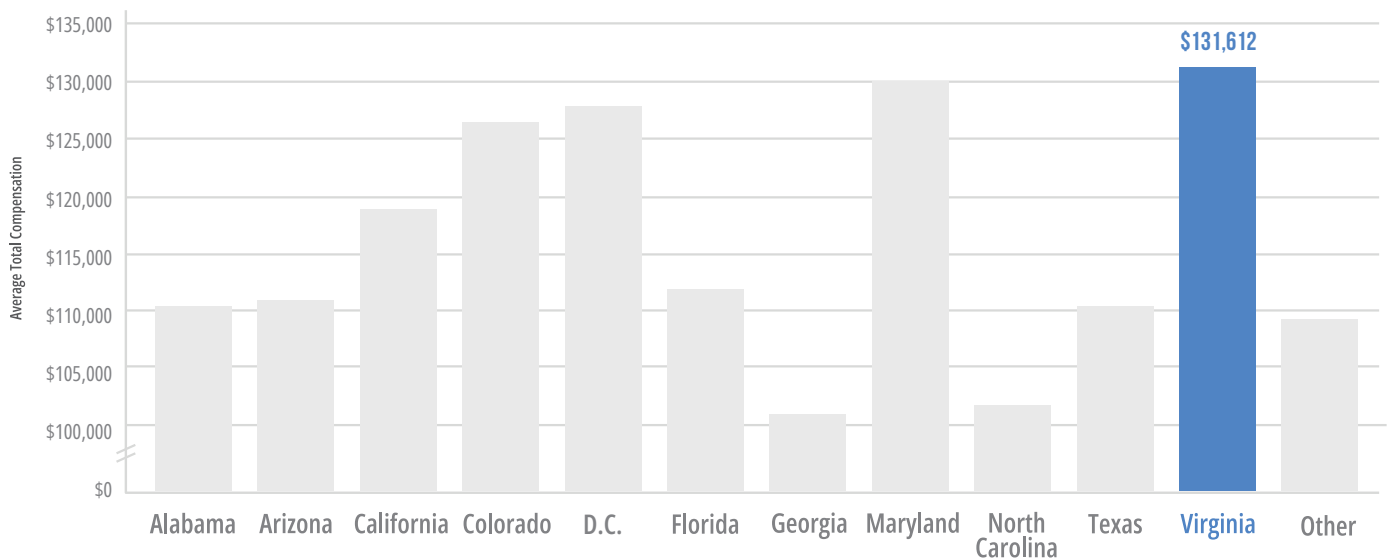
BAE Systems    Leidos    General Dynamics (GDIT)  
Booz Allen    SAIC    Northrop Grumman  
Deloitte

#### KEY CLEARED OCCUPATIONS:

Intelligence    Government Contractor  
IT Security    Management  
Software Development

When considering relocation or employment opportunities in Virginia, it's essential to weigh these housing costs against potential compensation and the state's overall cost of living. While Virginia offers competitive salaries, especially in sectors like national security and defense, the rising housing expenses can impact overall affordability.

### AVERAGE TOTAL COMPENSATION BY STATE



Security clearance jobs are a major driver of employment across the United States, with salaries varying based on location, industry demand, and cost of living. Here's how Virginia compares to the other top states in the cleared industry.

## VIRGINIA'S ROLE IN NATIONAL SECURITY

Virginia remains the dominant state for cleared jobs, housing major agencies and contractors. The Pentagon, NGA headquarters, Langley, and numerous military installations contribute to the state's high volume of cleared employment. The state also continues to attract defense contractors seeking proximity to government clients.

Virginia leads the pack in average total compensation, with salaries topping \$131,000. It's no surprise given the density of federal agencies and contractors. High-paying intelligence roles and proximity to D.C. give this state a boost. While cost of living is higher in Northern Virginia, the area still offers tremendous value for cleared professionals thanks to its abundance of opportunity.

### VIRGINIA SECURITY CLEARANCE COMPENSATION

Clearance Level	Total Average Compensation	% of Respondents
DoD Secret	\$102,845	25%
DoD Top Secret	\$127,041	11%
DOE (Q or L)	\$156,500	<1%
Intel Agencies	\$166,964	1%
DHS	\$120,529	2%
Public Trust	\$102,851	4%
Other Gov Agency	\$129,041	4%

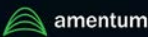
#### IMPORTANT INFORMATION ABOUT OUR REPORT

Compensation data is based on the 2024 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.



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