



ClearanceJobs.com Special Report

2008 BRAC Update—Metro DC

By Tranette Ledford and ClearanceJobs.com

By the time Base Realignment and Closure (BRAC) 2005 completes the task at hand, thousands of jobs will have been swept out of the metropolitan D.C. area — but thousands more will have been moved right back in.

BRAC, a Defense Department initiative aimed at redesigning base structure and improving military efficiency, is also improving the job prospects for separating service members with security clearances. This round of closures and actions is different from previous rounds. It's more costly and it's more complex. But it also has more to do with facilities and infrastructure. As defense strategies make the shift toward military transformation through more joint ventures, that in turn, is shifting the defense industry job market and significantly impacting security-cleared job seekers looking to work in Northern Virginia, Maryland and the District of Columbia.

The Outlook in Maryland

According to Maryland state officials, BRAC 2005 is responsible for creating more growth in military-related jobs in Maryland than in any other state.

"In Maryland, BRAC is not the only factor, but it's a major factor in job growth in the state," said Gen. Mike Hayes, (USMC Ret.), Director Military Affairs, Maryland Department of Business and Economic Development. "Fort Meade alone is bringing in 5,800 BRAC jobs, and Aberdeen is bringing in around 8,000 to 9,000. Between 70 to 80 percent of these jobs are going to require a security clearance."

BRAC is adding more benefit to Maryland's economy than was originally expected. All told, the redistribution of facilities and personnel will add somewhere between 45,000 to 60,000 jobs across eight counties, with a high percentage requiring security-cleared personnel. Hayes cites gains of up to 2,500 jobs at the National Naval Medical Center in Bethesda,



"In Maryland, BRAC is not the only factor, but it's a major factor in job growth in the state."

– Gen. Mike Hayes, (USMC Ret.), Director Military Affairs, Maryland Department of Business and Economic Development"

Maryland BRAC 2005 Net Gains/Losses

Changes from 2006-2011

Maryland Military Installation	Net Gain/Loss	Movement
Fort Meade	5,361	Gain
Aberdeen Proving Ground	2,176	Gain
National Naval Medical Center Bethesda	1,889	Gain
Andrews Air Force Base	400	Gain
Fort Detrick	104	Gain
Naval Air Station Patuxent River	87	Gain
Naval Surface Weapons Station Carderock	6	Gain
Bethesda/Chevy Chase	-7	Realign
Naval Station Annapolis	-13	Realign
Navy Reserve Center Adelphi	-17	Close
Naval Air Facility Washington	-18	Realign
PFC Flair U.S. Army Reserve Center, Frederick	-22	Close
Army Research Laboratory, Adelphi	-43	Realign
Defense Finance and Accounting Service, Pax River	-53	Close
Naval Surface Warfare Center Indian Head	-95	Realign
Martin State Airport Air Guard Station	-123	Realign
Fort Lewis	-164	Realign
Leased Space	-175	Close/Realign

SOURCE: Maryland Department of Business and Economic Development

and approximately 400 more at Andrews Air Force Base. As for the skills and specialties for which defense related employers will be looking, Hayes said the largest concentration is expected to be in areas related to research and development, and testing and evaluation.

Evan Lesser, founder and director of ClearanceJobs.com, which matches security-cleared job seekers with employers, agrees that the movement of programs and facilities under BRAC 2005 has opened a wide range of new technical job opportunities in Maryland. He also believes employment prospects extend beyond that arena.

“While many of the new security clearance jobs will be in high technology and engineering, there will always be a need for cleared support personnel,” said Lesser. “Every research lab and test site requires a team of network administrators, IT security technicians, budget analysts, program and project managers, security guards and administrative support.” Along with increasing job

prospects, the state will see additional economic benefits. Maryland’s Department of Transportation has drafted plans to spend more than \$8 billion on 26 BRAC related projects — among them, transportation programs to widen Interstate 95 and Maryland 175, which will improve access to Fort Meade. The boost goes on to include land use, schools, improvements in the housing market and state tax revenues.



The Market in Northern Virginia and the District

The lines between the nation's capitol and its immediate vicinity, particularly Northern Virginia, have all but vanished. The region as a whole has and will continue to be the hottest spot for defense-related employment. Again, that means a healthy job market for men and women who hold both a military background and a security clearance.

Stephen Fuller, director, Center for Regional Analysis at George Mason University's School of Public Policy, has been taking a hard look at BRAC's effect on the region. He says that new homeland and national security measures have a lot to do with BRAC's reorganization efforts — and thus, the job market for security-cleared candidates.

"There are about 22,000 jobs in play and being moved around," said Fuller. "They're already in Northern Virginia but being moved from leased, unsecured buildings. The Defense Department wants work locales out of those areas and into more secure ones to meet what it calls 'force protection standards.' Secure places could mean other military bases, the Pentagon and buildings that have a secure distance from public roadways."

Despite some job losses, the federal government still serves as the nation's biggest employer and the need for DoD civilians with clearances isn't going away. That's also true for the defense contractor industry. Given the post 9/11 increases in jobs related to national security, job seekers who come to the table with security clearances may find the value of those clearances equal to that of their skills and specialties.

"Although having an active clearance is the primary requirement for most defense industry jobs, federal contractors are becoming more strict as to candidates' necessary skills for open security clearance jobs," said Lesser. "Many mid-career positions require a college degree, a minimum of five years of work experience, and often, some manner of certification, particularly in IT careers. In many cases, direct experience with a specific federal agency or military branch is key to landing the ideal job."

In Virginia, BRAC has had some negative effects on installations like Fort Monroe and Walter Reed Army

Virginia Defense Jobs by Industry Category

Industry Category	% of Open Jobs
Information Technology	47%
Engineering	17%
Program Management	10%
Intelligence	9%
Security	5%
Other	5%
Administrative	4%
Finance and Accounting	2%
Logistics	1%

Source: ClearanceJobs.com Job Listings 1/2007-12/2007

"There are about 22,000 jobs in Northern Virginia in play and being moved around."

– Stephen Fuller, Director, Center for Regional Analysis at George Mason University"

Medical Center. James Hoffman, director, Army Career and Alumni Program, Human Resources Command, said BRAC has decreased the number of contractor and civilian positions in the metropolitan D.C. area — a loss that may exceed 11,000. But the forecast for security-cleared job candidates is a different story.

"The demand for contractor employees with security clearances is increasing and the use of contractors to augment and support the Department of Defense and other federal agencies in the metropolitan area remains high," said Hoffman.

In many cases, the jobs are simply shuffling from one installation to another. For example, more jobs are expected

to be incorporated into Fort Lee and Quantico Marine Corps Base. But the heftiest number is headed to Fort Belvoir. According to Fort Belvoir Office of Public Affairs, the installation will see significant job gains — an estimated 19,300 jobs, with most of these due to reorganization efforts within the Washington Headquarters Service and the National Geospatial Intelligence Agency. In September, the NGA broke ground at Fort Belvoir's Engineer Proving Ground, and for the first time in the agency's history its eastern operations will be consolidated into one location.

The state's defense contract industry continues to provide a strong base of opportunities for security-cleared job seekers in D.C. and Virginia. Northrop Grumman, Science Applications International Corporation and General Dynamics are all ranked among the top employers in Fairfax County alone.

"The majority of jobs in this area are in the services and professional services area," said Hoffman. "Skills related to administration, human resources, resource management, planning, analysis and training are among the more relevant specialties. While defense contractors and defense civilian jobs represent a substantial part of the local job market, other federal agencies represent an even larger pool of job opportunities."

Hoffman said that while the number of BRAC impacted facilities in the metro D.C. area is large, the number of jobs impacted is relatively small. Currently, defense government jobs still account for 23 percent of the local federal job market.

There's still movement ahead for the job shuffling created by BRAC, and a few more years before the 2011 statutory deadline for completion. But the bottom line for job seekers with security clearances is simple, as noted by online job service ClearanceJobs.com, "It's still a great market, and one that should be taken advantage of as the military restructures and opens new opportunities."

Job Categories that will be in high demand resulting from BRAC

Scientific, technical and managerial disciplines needed:

- Engineering Linguistics
- Mathematics Computer Programming
- Biometrics Computer Support
- Electrical Engineering Data Base Administration
- Electronic Engineering Computer Systems Analyst
- Computer Science Operations Research
- Computer Engineering Information Security (Assurance)
- Software Engineering Business Management or Administration

Information Assurance positions in demand are:

- System/Network Administration and Operations
- Systems Security Engineering
- Information Assurance Systems and Product Acquisition
- Cryptography
- Threat and Vulnerability Assessment, to include Risk Management
- Web Security
- Operations of Computer Emergency Response Teams
- Information Assurance Training, Education and
- Management Computer Forensics

Source: BRAC Government & Corporate Need for Workers with Security Clearance

"Although having an active clearance is the primary requirement for most defense industry jobs, federal contractors are becoming more strict as to candidates' necessary skills. In many cases, direct experience with a specific federal agency or military branch is key to landing the ideal job."

— Evan Lesser, Director, ClearanceJobs.com

All content Copyright 2008 Dice

Media contact info: Rich Layne, ICR
Rich.Layne@icrinc.com • 203.682.8224


ClearanceJobs.com[®]
A Dice Company