



TIER ONE TALENT & INTEL RECRUITING

Mission-Ready Talent. Defense-Built Solutions.

CLEARED PRO RESOURCES

A Curated Tools Library for Cleared Professionals

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A handpicked library of the tools, platforms, and programs that actually help cleared professionals build careers. **Most are free.** Paid options noted where worthwhile. Got a suggestion? Send it our way and we'll grow the list together.

WHAT YOU'LL FIND IN THIS GUIDE

- **Cleared Job Boards & Career Platforms** Where to look beyond LinkedIn, and the cleared-specific platforms recruiters actually use.
- **Training, Certifications & Clearance Tools** Free training that actually moves the needle, plus the official DCSA tools for managing your clearance.
- **Compensation, Networking & Transition Resources** Salary calculators, professional associations, and dedicated transition programs for service members.
- **Mental Health, News & Writing Tools** Free veteran-focused mental health support, the news sources cleared pros actually read, and resume tools worth using.

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01 • CLEARED JOB BOARDS & CAREER PLATFORMS

The platforms cleared recruiters and hiring managers actually use. Start with the dedicated cleared boards; supplement with general job platforms for broader reach.

Cleared-Specific (Start Here)

- **ClearanceJobs** — The dominant cleared platform. Recruiters live here.
- **ClearedJobs.Net** — Cleared-only job listings and career resources.
- **IntelligenceCareers.gov** — Official U.S. IC job portal across agencies.
- **Cleared Connections** — Cleared roles in defense and intelligence sectors.
- **Patriot Jobs** — Veteran and cleared roles, defense and government.
- **Silent Professionals** — Private security and cleared defense contracting.

General Platforms (Use the “Security Clearance” Filter)

- **LinkedIn** — Profile + recruiter outreach; essential for visibility.
- **USAJobs** — Federal civilian career portal — the government's own.
- **Indeed / Glassdoor** — Broad reach; use clearance-specific search terms.
- **Dice** — Tech-focused; many cleared IT and cyber roles.
- **MilitaryHire / RecruitMilitary** — Transitioning service members and veterans.
- **CyberSecJobs.com** — Cybersecurity-specific, many cleared listings.

02 • FREE TRAINING & CERTIFICATIONS

Hundreds of hours of free, high-quality training are available to cleared professionals — especially veterans. These are the most useful resources for building skills without spending.

- **FedVTE** — 800+ hours of free cybersecurity training for federal employees and veterans (CISA).
- **DCSA Training** — Courses on personnel security, FSO duties, insider threat.
- **TryHackMe / HackTheBox** — Hands-on cybersecurity labs (free tiers available).
- **IBM Skills Network** — Free training in data science, AI, cybersecurity — certs upon completion.
- **AWS Skill Builder** — Free foundational AWS cloud training.
- **Microsoft Learn** — Free training on Azure, M365, Power Platform.
- **Google Digital Garage** — Free courses in data analysis, cloud, career skills.
- **Coursera / edX (audit)** — University-level IT and cyber courses (audit free; cert paid).
- **Linux Foundation Training** — Open-source and Linux fundamentals.
- **RangeForce / Cybrary** — Cyber defense training (free community tiers).

03 • CLEARANCE SELF-HELP & SUPPORT TOOLS

If you have a clearance, these are the authoritative resources for understanding the process, managing your status, and navigating issues.

- **DCSA (dcsa.mil)** — The single source of truth for federal personnel vetting policy and process.
- **Adjudicative Desk Reference** — Detailed reference for the 13 Adjudicative Guidelines used in clearance decisions.
- **DCSA Self-Reporting Job Aid** — Step-by-step on SEAD 3 reportable events.
- **ClearanceJobs Blog** — Practical guidance on renewals, appeals, and common clearance issues.
- **NBIS / eApp Portal** — The DCSA system that's replacing DISS for clearance management.
- **Your FSO or SSO** — First call for any clearance question — always.

04 • COMPENSATION & SALARY TOOLS

Negotiation works better with data. These are the tools cleared professionals use to benchmark offers.

- **ClearanceJobs Salary Calculator** — Cleared-specific salary trends by role, location, clearance, and polygraph.
- **2025 Security Clearance Compensation Report** — ClearanceJobs' annual industry-wide salary survey — free download.
- **Glassdoor / Levels.fyi** — Company-specific salary insights and reviews.
- **PayScale** — Compare salaries by role, industry, location, experience.
- **NerdWallet Cost of Living Calculator** — Critical for OCONUS and relocation comparisons.
- **BLS Occupational Outlook** — Government data on wages and growth by occupation.

05 • NETWORKING & PROFESSIONAL DEVELOPMENT

The cleared community runs on relationships. These are the highest-leverage networking channels and associations.

Free / Low Cost

- **Cleared & Confused (LinkedIn)** — Tier One's group — open roles, advice, community.
- **LinkedIn Groups** — Search “cleared,” “govcon,” specific agencies, or cert names.
- **OWASP Chapters** — Free local cybersecurity meetups, secure coding, risk management.
- **GitHub** — Build a public portfolio — increasingly important for IT/cyber roles.
- **Meetup** — Local GovCon, cybersecurity, and IT events in your area.
- **Veterati** — Free mentorship platform for transitioning professionals.

Paid Memberships & Conferences (Worth the Investment)

- **AFCEA** — Government / military / industry IT professional association (~\$50-\$150/yr).
- **ISACA** — IT governance and cybersecurity (~\$135/yr).
- **TechNet Cyber** — Premier government IT and cyber conference (AFCEA).
- **RSA Conference** — The largest commercial cybersecurity event.
- **DEF CON** — The original hacker conference — deep technical, strong community.
- **GovCon Summit / IT Symposium** — Industry leadership and contract awards networking.

06 • TRANSITIONING MILITARY RESOURCES

If you're transitioning out of military service, these programs exist specifically to ease the move into cleared civilian work. Use them — most are free and high-leverage.

- **DoD SkillBridge** — Industry internships during your last 180 days of service. The single highest-leverage transition path.
- **Hiring Our Heroes Fellowship** — Corporate fellowship program (Chamber of Commerce).
- **O2O — Onward to Opportunity** — Free Syracuse University training and certifications.
- **MSSA (Microsoft)** — Software engineering and cloud admin training.
- **FourBlock** — Nationwide career readiness, mentorship, networking.
- **VetsinTech** — Education, employment, entrepreneurship in tech.
- **LinkedIn Premium for Veterans** — Free 1-year premium for transitioning service members.
- **Work for Warriors** — Job placement for Guard, Reservists, veterans.

07 • MENTAL HEALTH & WELLNESS SUPPORT

Cleared work is stressful, often classified, and frequently isolating. These resources exist specifically for the veteran and cleared community.

- **Veterans Crisis Line** — Dial 988, press 1. 24/7 confidential support.
- **VA Mental Health Services** — Comprehensive VA mental health support.
- **Cohen Veterans Network** — Free or low-cost mental health care for vets and families.
- **Give an Hour** — Volunteer mental health professionals offering free care.
- **Military OneSource** — Free counseling and resources for service members and families.
- **Wounded Warrior Project Talk** — Confidential, non-clinical emotional support.
- **Real Warriors Campaign** — Resources for service members and veterans.
- **Headspace for Veterans** — Free mindfulness and meditation tools.

08 • NEWS & RESUME TOOLS

Industry News Worth Reading

- **Federal News Network** — Daily federal operations, policy, workforce news.
- **Breaking Defense** — Defense industry, military technology, policy analysis.
- **Defense News** — Global defense policy and military technology.
- **MeriTalk / Nextgov** — Government IT, cloud, cybersecurity coverage.
- **FCW (Federal Computer Week)** — Federal technology and acquisition.
- **Washington Technology** — Government contractor and integrator news.
- **GovConWire** — Contract awards and GovCon industry trends.
- **ClearanceJobs Blog** — Cleared community trends, salary, hiring.

Resume & Writing Tools

- **Grammarly (Free)** — Grammar, clarity, tone for resumes and cover letters.
- **Hemingway Editor** — Highlights complex sentences for clarity.
- **Canva (Free)** — Visual resumes, LinkedIn banners, design templates.
- **Google Docs** — Free collaborative writing with resume templates.
- **Claude / ChatGPT (Free Tier)** — AI assistance — proofread carefully, always personalize.
- **Tier One Resume Review** — Free, no strings. Reach out anytime.

ABOUT THIS GUIDE

Curated, not exhaustive. Resources change — verify the link and program eligibility before relying on it. Got a suggestion? Send it our way and we'll grow this guide together.

QUESTIONS? REACH OUT.

Tier One Talent & Intel Recruiting

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