Talent Retention and Acquisition Challenges Are Not Solely Because of the Talent Shortage

Educate + Learn = Apply

| Review facts, address myths, share case study | Learn the cyber hygiene methodology for workforce development and acquiring talent | Implement the 3 and 6 month plan |

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Facts

70%

of employed cybersecurity professionals were open to a change despite having no plans to begin a job search in 2018

(ISC)[2] "Hiring and Retaining"

62%

of all employees would have stayed if their company had taken steps to create a more positive and respectful work environment

Tech Leavers Study
Kapor Center

Facts

68%

of cybersecurity professionals believe that a cybersecurity career can be taxing on the balance between one's personal and professional life

"Cybersecurity Job Fatigue"

25%

Cybersecurity has the highest demand and also the largest gap (25%) between supply and demand of any other field

Capgemini, "Cybersecurity Talent"

Facts

15%

Only 15% of cybersecurity professionals had "no plans" to leave their current employment in 2018

(ISC)[2], "Hiring and Retaining"

14%

Only 14% of current women cybersecurity leaders have been in their roles for more than 5 years

(ISC)[2], "GISWS 2017"

Facts

24-48 months

Average Chief Information Security Officer (CISO) tenure in each position

ESG ISSA Research

53%

of women in STEM leave the field in less than 10 years

32%

of STEM women in the US intend to leave their jobs within a year

Catalyst.org

6

Top Reasons People Leave Jobs

Opportunity

- Training

- Commute

- Leadership and culture

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7

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The Perfect Storm

89%

LinkedIn says that 89% of tech professionals surveyed would be interested in hearing from a recruiter.

500,000 Jobs

Currently, there are roughly half a million cybersecurity-related job openings in the United States with a projected need for 1.8 million additional cybersecurity professionals to fill the workforce gap by 2022.

Humans WANT Workforce Development

Definition - an American approach to economic development, attempts to enhance a region's economic stability and prosperity by focusing on people rather than businesses. It essentially develops a human-resources strategy.   - Wikipedia

Change The Mindset

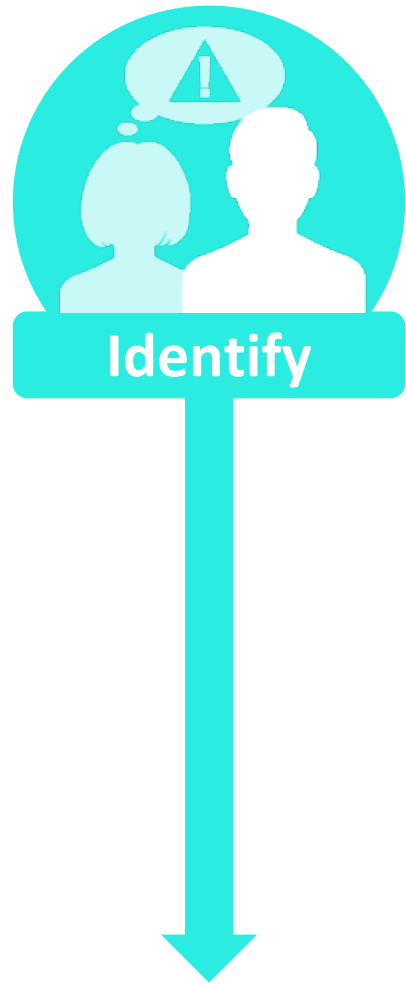*"We must, indeed, all hang together or most assuredly, we shall all hang separately."*

- Benjamin Franklin

# Cyber Hygiene Beyond HW/SW and into Workforce Development

Apply the same methodology to humans

- Identify
- Backup
- Monitor
- Update

Roles and Responsibilities First

Identify

1. Document roles and responsibilities based on projects and tasks for each human on the team

2. Confirm with each teammate that roles and responsibilities are accurate

3. Measurable agreements to each task and project

4. Have a documentation policy for change control on roles and responsibilities

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Have a Plan for Talent Loss
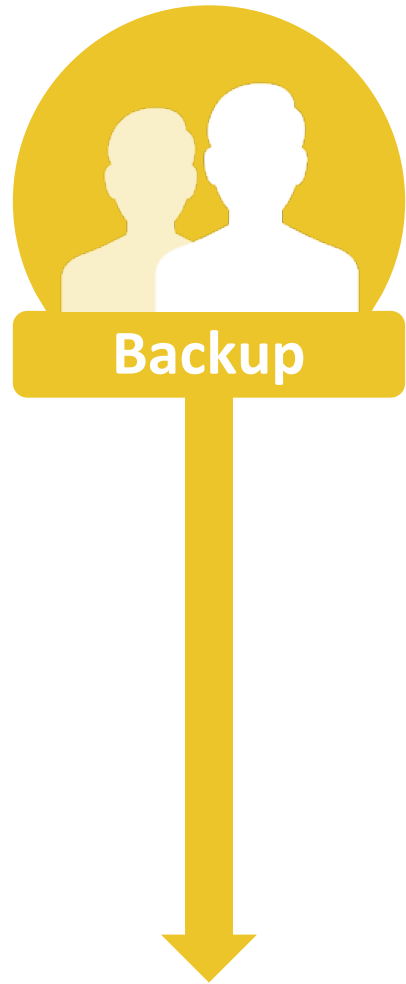
Backup

1. Consulting firms: Find the firm before you need them

2. Staffing partners: Contractor and Permanent talent acquisition services, have in your budget

3. Internal resources: Need to be aware of backup plan and be in succession training

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All People Want the Same Seven Things
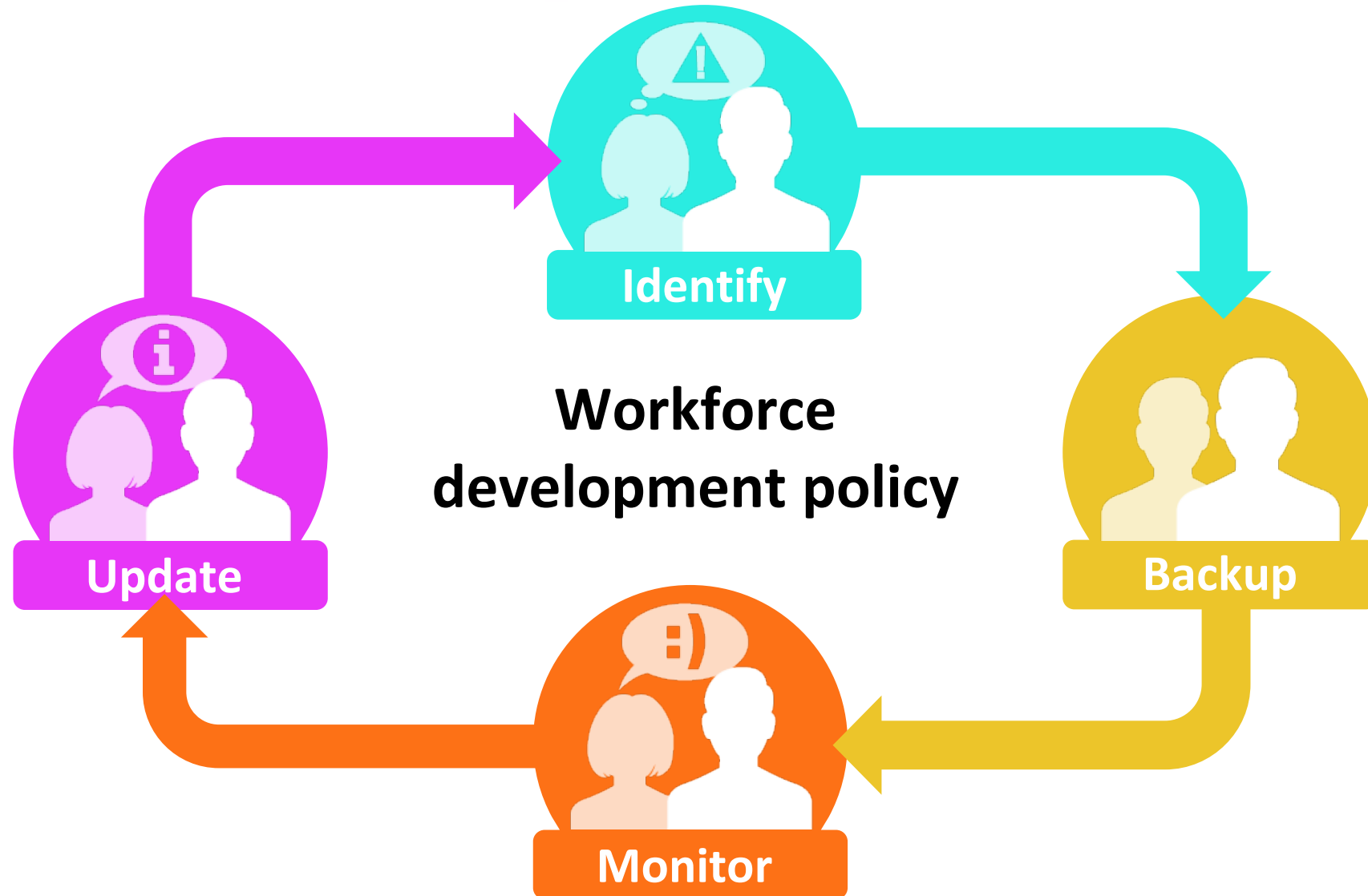
Monitor

1. To feel valued

2. Measurable agreements of roles and responsibilities

3. Positive, productive communication

4. A career path

5. Consistent training and learning

6. Wage equality with peers

7. To work around kind, respectful people

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Humans Have Improvement Versions Too

Update

1. Certifications and degrees

2. Business acumen

3. Win-win communication skills

4. Inspiration from leadership

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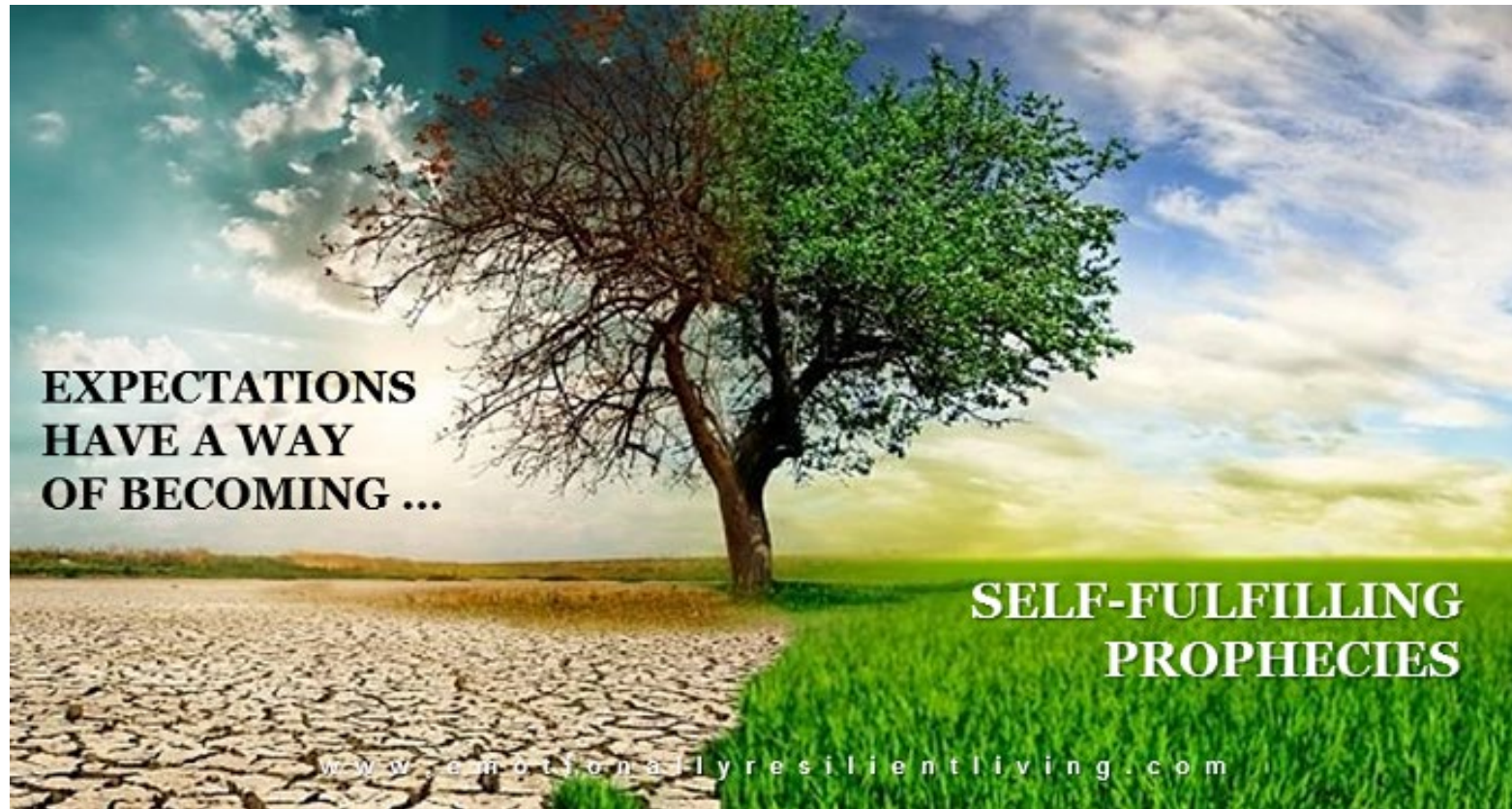# What Will Get In Your Way?

Excuses or Myths?

Myths which are believed in tend to become true.

- George Orwell

EXPECTATIONS HAVE A WAY OF BECOMING ...

SELF-FULFILLING PROPHECIES

www.emotionallyresilientliving.com

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The Reality

70%

of employed cybersecurity professionals are open to a change despite having no plans to begin a job search in 2018

15%

Only 15% of cybersecurity professionals have "no plans" to leave their current employment

(ISC)² "Hiring and Retaining"

- The cybersecurity labor crunch will hit **3.5 million unfilled jobs** by 2021
- Disruptive events such as changes in leadership
- Compliance driven over commitment driven practices

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The Case Study

Size: Fortune 500 Company

Industry: Financial Services

Cyber Responsibilities: Security Operations Center

Environment: High-Attach Volume and Velocity

Team Size: Over 10 People

Disruptive Event: Unexpected Leadership Change

How to Obtain Talent in 60 Days

- Identify common language projects and tasks for the role

- Identify amount of time individual will spend on each task and project

- Identify correct salary for desired role

- Understand and share need and growth strategy of this role with perspective candidates

- Have a quick and efficient interview process

- Expect applicant is passive and has many people courting them.

- Make offers quickly

Security Engineer
Security Services
Santa Clara, California

[Apply Now]

Responsibilities

40% Performing incident detection involving endpoint incidents, network incidents and system/network anomalies

40% Responding to network-based attacks including denial of service, web application attacks, phishing, attacks to networking equipment and attacks to cloud infrastructure

20% Conducting incident response actions involving corporate misuse and/or litigation actions including data acquisition, preservation notices, litigation holds and e-discovery items

Tools and Environments

- Web servers: Linux and Windows
- Cloud resident services: AWS, ServiceNow, Splunk
- Operating Systems: Linux, MacOS and Windows
- Endpoint Security Products: Tanium

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A New Mindset and Workforce Development Model

- Next week
  - Share with your leadership what you learned

- In the first three months
  - Apply the human cyber hygiene model to your team
  - Apply the model of hiring talent for retention
  - Implement a continuous check-in policy and process

- Within six months
  - You will be ahead of human development challenges
  - You will have a winning talent retention and hiring strategy

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Thank you for joining me today!

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