ISACA's third annual State of Cyber Security study finds that the field remains dynamic and turbulent during its formative years. One of the core challenges remains the persistent cyber security skills gap, and the difficulty of finding qualified candidates to fill cyber security positions. Security leaders share their workforce observations and challenges in the findings below. Get more workforce-related data and implications at www.isaca.org/state-of-cyber-security-2017.

Hiring Challenges Persist

- **55%** indicate that open positions take at least **three months to fill**.
- **32%** of enterprises report that the time to fill cyber security and information security positions is **six months or more**.
- **1 in 5** organizations get **fewer than 5 applicants** for an open cyber security position.
- **Only 13%** get **20 or more applicants**.
- **59%** can fill openings, **14%** don't know.
- **27%** in the US, **30%** in Europe, **22%** in Asia.

Skills and Certifications in Demand

- **37%** say fewer than **1 in 4 candidates** are qualified.
- **55%** say **practical hands-on experience** is the most important qualification for a cyber security candidate.
- **70%** of hiring enterprises require a **security certification** for open cyber security positions.