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.
- More than 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.
- In the US:
  - 27% can fill openings.
  - 14% don’t know.

**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.
- Close to 70% of hiring enterprises require a security certification for open cyber security positions.

**Source:** ISACA’s State of Cyber Security 2017: Current Trends in Workforce Development


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