



CYBERSECURITY TALENT

The **BIG GAP** in Cyber Protection

Cybersecurity talent is a rare breed

Cybersecurity has the largest demand as well as the largest gap between demand and supply

Organizations that acknowledge that demand for a hard digital skill is high today and employees who are proficient in that hard digital skill



Source: Cappgemini Digital Transformation Institute survey, Digital Talent Gap, June-July 2017, N=501 employers; N=753 employees; ranked by employer demand.

The demand for cybersecurity is not likely to diminish in the next few years

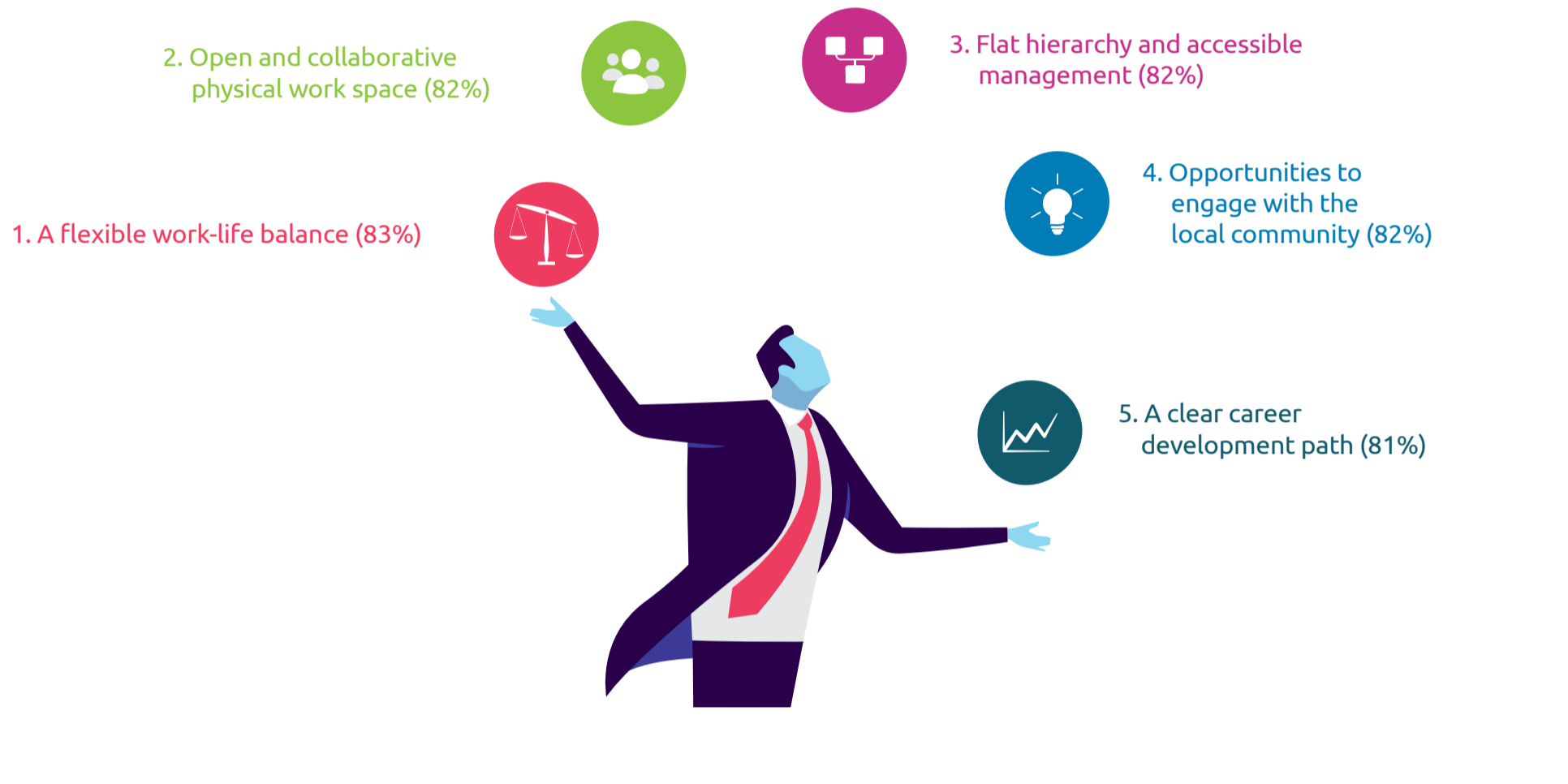
Percentage of organizations that acknowledge demand for cybersecurity is high in their organization



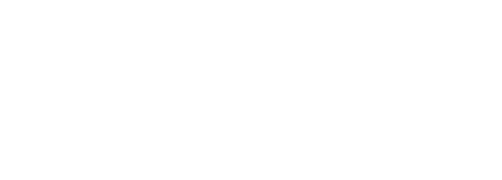
Source: Cappgemini Digital Transformation Institute survey, Digital Talent Gap, June-July 2017, N=501 employers.

Where do cybersecurity talent work and what do they prefer?

Top five preferences of cybersecurity talent while switching jobs¹



India and the United States have the largest cybersecurity talent pool followed by the United Kingdom¹



Cybersecurity talent want to choose their training themselves¹

80% would like to have the flexibility to choose their own training programs and training calendar

66% prefer learning through a Massive Open Online Course(MOOC) than their own organization's training programs

Financial Services has the highest proportion of cybersecurity talent followed by Consumer Products¹

Top five positive factors cited about why they join or stay with an organization on social media²

- Compensation/benefits
- Culture
- Technology
- Career development
- Collaborative work environment & Learning and development

Top five negative factors cited about why they are not satisfied with their organization on social media²

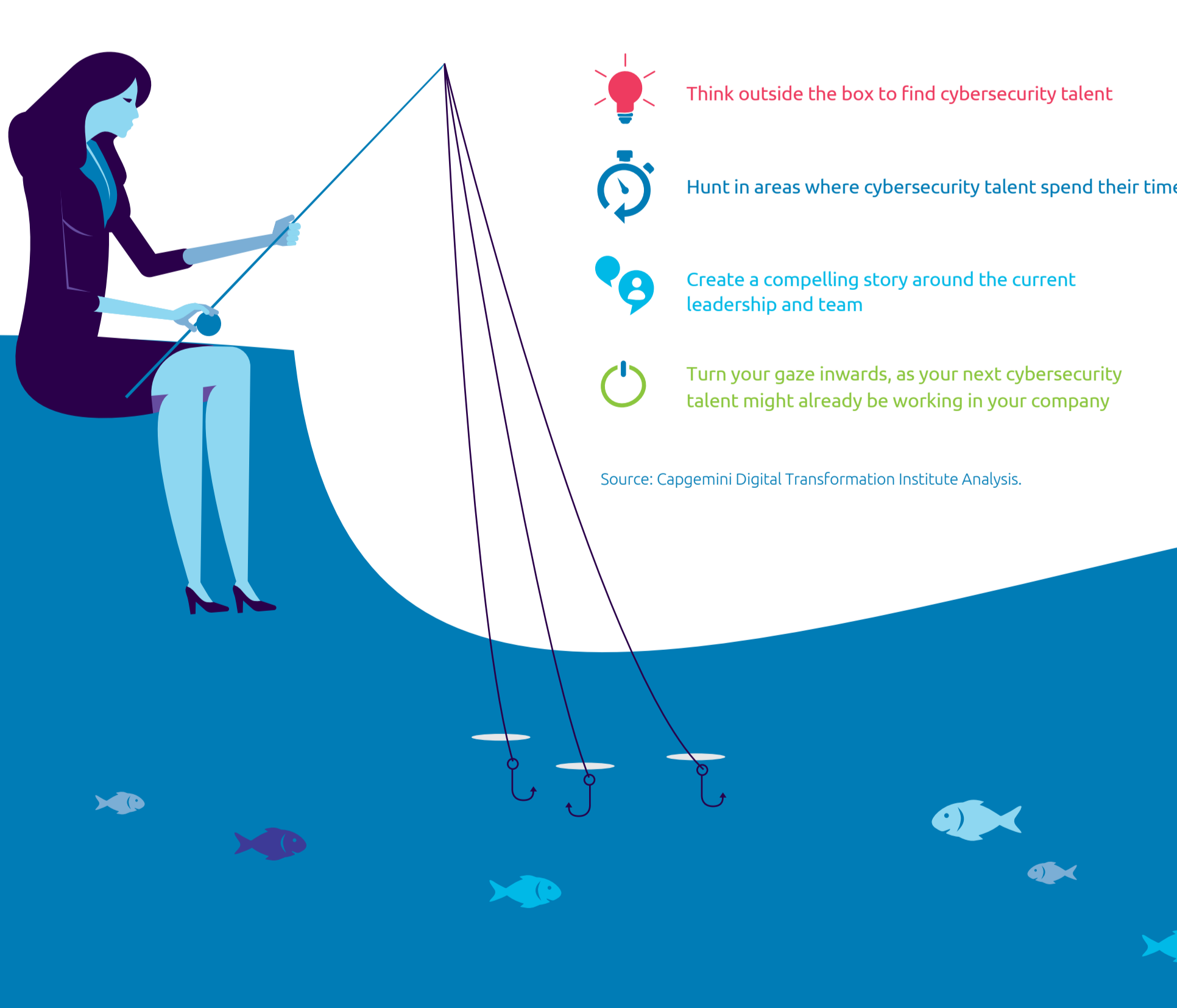
- Career progression
- Infrastructure
- Job security
- Work-life balance
- Communication

¹Source: Cappgemini Digital Transformation Institute survey, Digital Talent Gap; June-July 2017, N=230 cybersecurity talent employees; N=753 employees.

²Source: Cappgemini Social Media Analysis; January 2018, N=53 cybersecurity organizations, 8,400 employees.

How to step up the acquisition of cybersecurity talent

Acquisition of Cybersecurity Talent



How to improve the retention of cybersecurity talent

Retention of Cybersecurity Talent

