

RSA[®]Conference2020

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HUMAN
ELEMENT

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Why Your Staff Leaves, and How to Retain, Retrain, and Build Leaders



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#RSAC

2020 State of Cybersecurity research



32%

say it takes six months or more to fill an open cybersecurity position with a qualified candidate



70%

say fewer than half of cybersecurity applicants are well qualified



72%

of cybersecurity professionals believe that their HR department **does not regularly understand** the needs



62%

say their organization's cybersecurity team is **understaffed**



57%

say they currently have **unfilled** cybersecurity positions on their team

2020 State of Cybersecurity research

Retention Concerns Increase

TOP 5 REASONS

Respondents say cybersecurity staff are leaving:

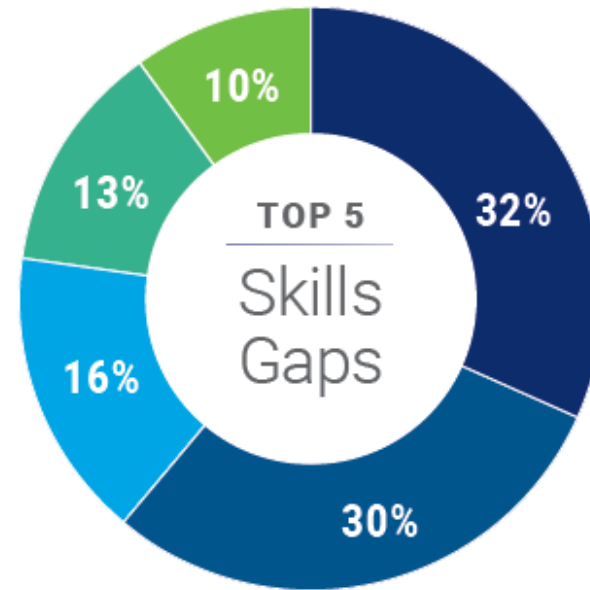
- 1 **59%** Recruited by other companies
- 2 **50%** Limited promotion and development opportunities
50% Poor financial incentives
- 3 **40%** High work stress levels
- 4 **39%** Lack of management support



66%

say it's **difficult** to retain cybersecurity talent (an increase from last year)

Skills Gaps Persist



- Soft skills
- IT knowledge and skills gaps
- Insufficient business insight
- Cybersecurity technical experience
- Insufficient hands-on training

Tech Workforce 2020 research

70%
Consider themselves
in-play for being
recruited

**64% SAY THEY EXPERIENCE STRESS OR BURNOUT
IN THEIR CURRENT ROLES DUE TO:**



Tech Workforce 2020 research

TOP 5 CAREER ADVANCEMENT OBSTACLES:





Panel Discussion: Retain, Retrain, and Build Leaders

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Questions from attendees

Apply What You Have Learned Today

- Next week you should:
 - Communicate with HR about your hiring and retention needs; build an ongoing partnership
- In the next three months you should:
 - Review salary and promotion data for your team; correct discrepancies
 - Develop a business plan that redefines how your team is hired and retained, focused on learning, culture and mobility
- Within six months you should:
 - Select a training program that enhances your team's skills
 - Offer incentives for completing certifications and trainings
 - Demonstrate limitless opportunities for advancement, including cybersecurity positions for other tech staff

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Thank you!

**Download the 2020 State of Cybersecurity and 2020 Tech
Workforce research at [ISACA.org](https://www.isaca.org)**