

# (ISC)<sup>2</sup><sup>®</sup>

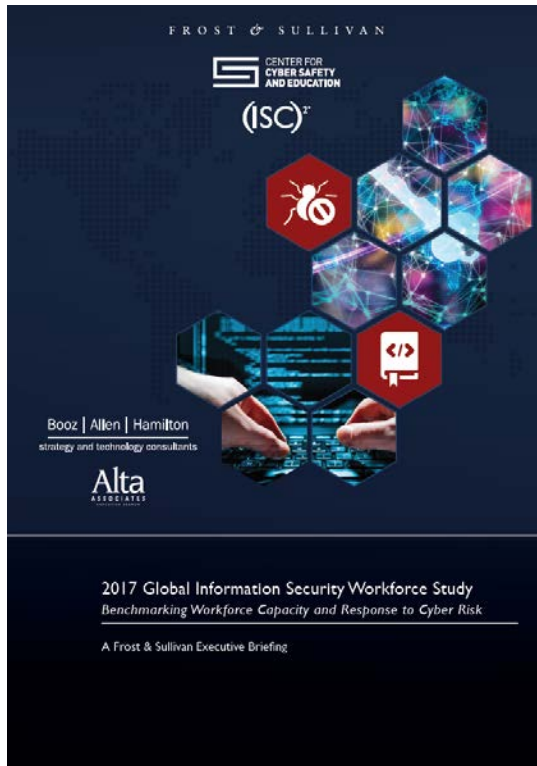
INSPIRING A SAFE AND SECURE CYBER WORLD.



# Inspiring A Safe and Secure Cyber World

David Shearer, CEO

# Global Information Security Workforce Study



**19,600**

**Global Responses**

**3,300**

**Asia-Pacific Responses**

**170**

**Countries Represented**



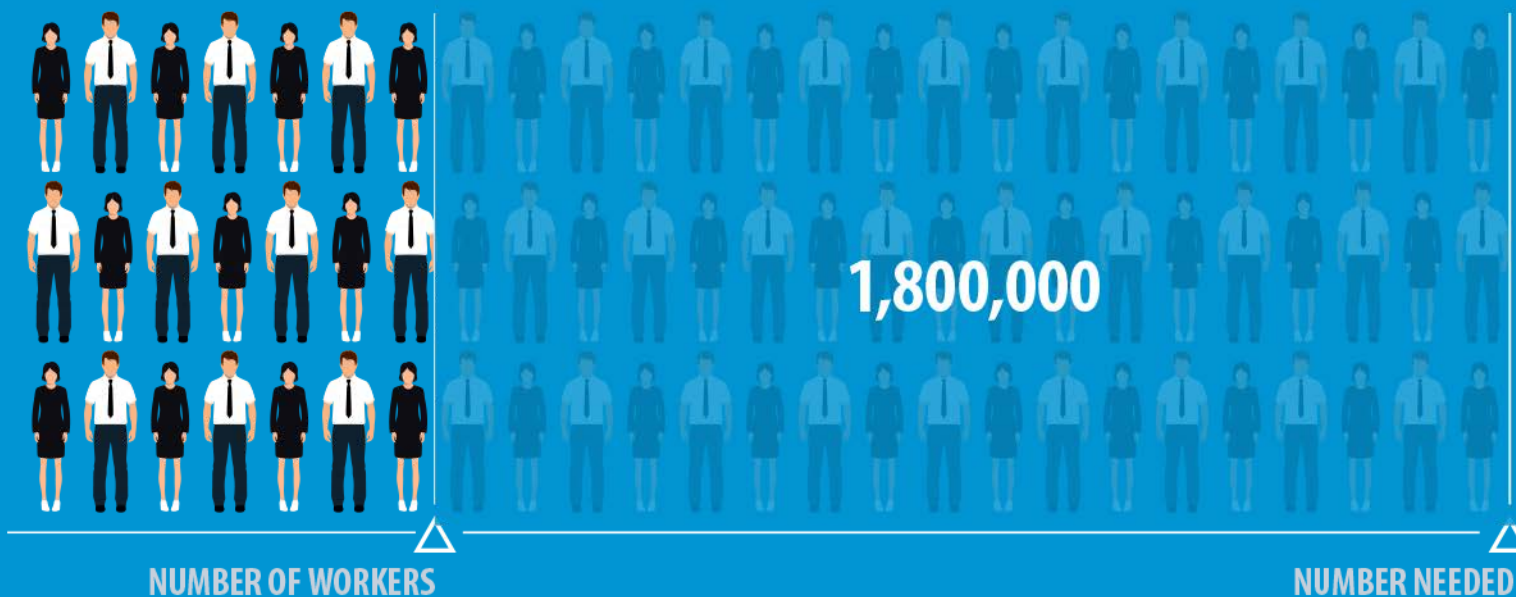
[www.iamcybersafe.org](http://www.iamcybersafe.org)

# Global Information Security Workforce Study

- » Global workforce shortage to reach **1.8 million by 2020** – representing a **20% increase since 2015 study**
- » Currently **90% of the workforce is male** with the majority having technical backgrounds
- » **87% of cybersecurity workers globally** did not start in cybersecurity, yet **94% of hiring managers** indicate that existing experience in the field is an important consideration
- » **33% of executives and C-suite professionals** began in non-technical careers

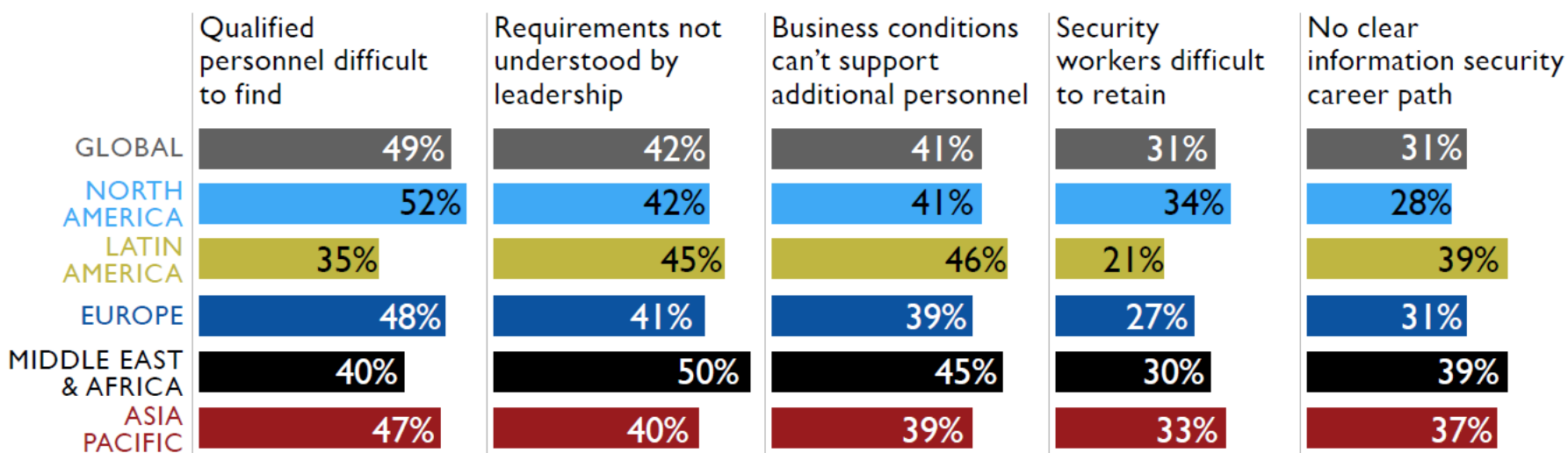
# Mind the Gap

By 2022, there will be a shortage of 1.8 million information security workers.



Surpassing Baby Boomers (45+ years old) as the largest living generation, Millennials (29 years old or below) will be critical for filling the employment gap.

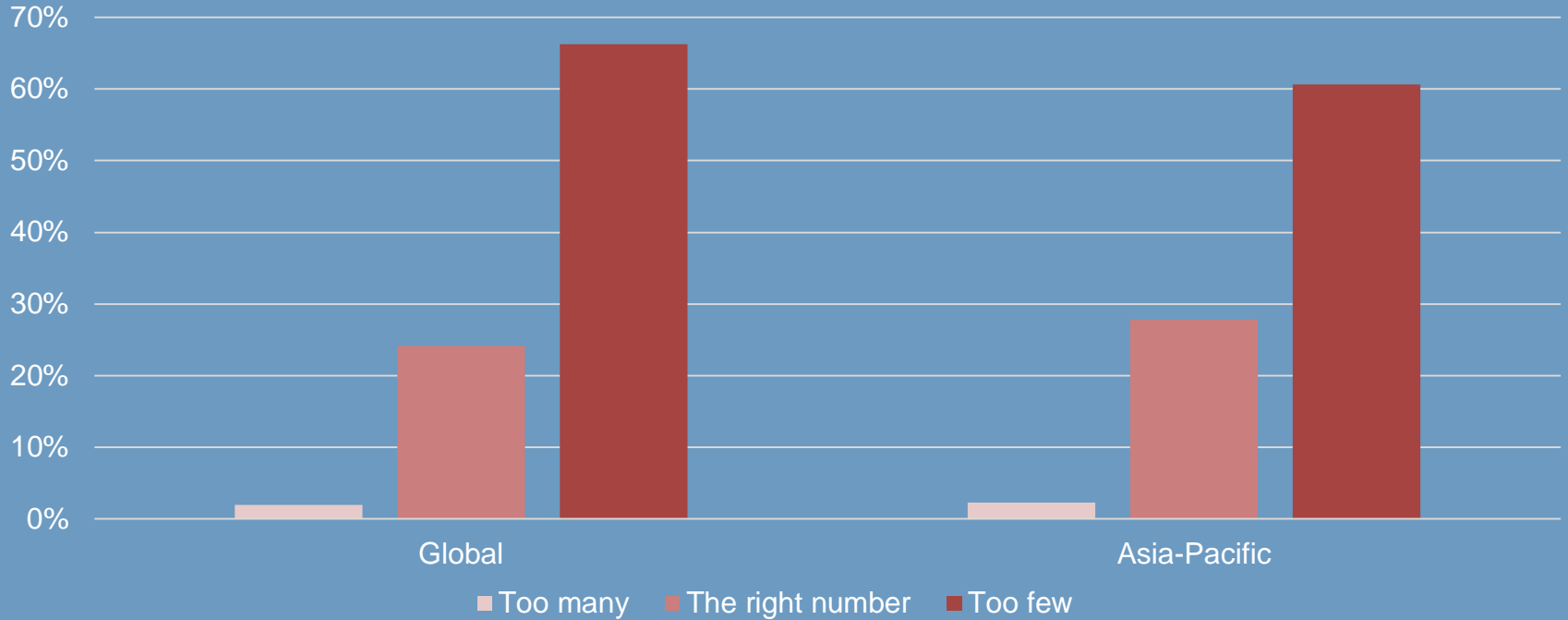
# Reasons for the Shortage



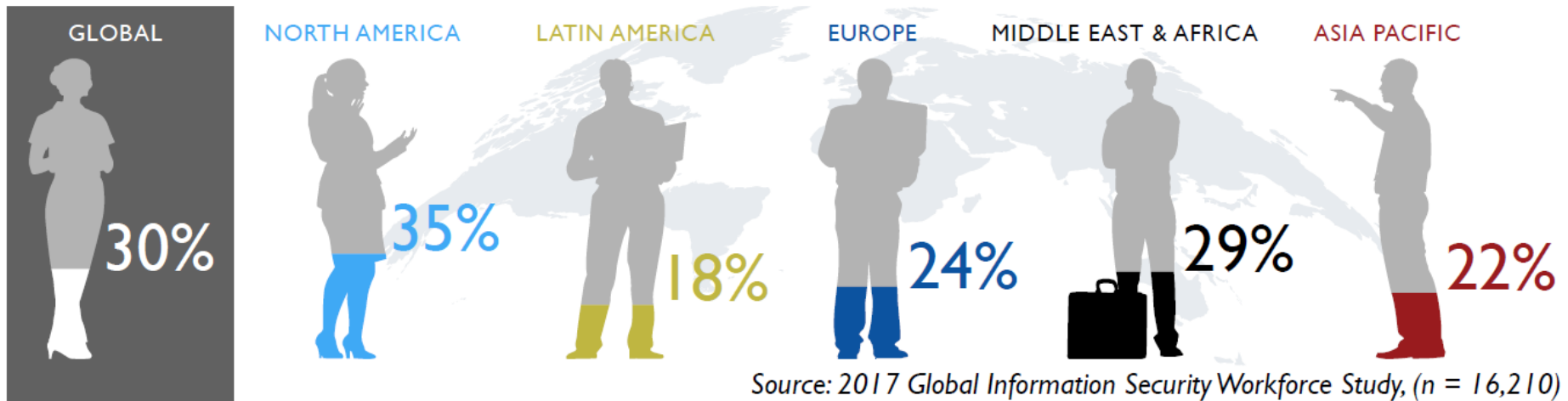
Source: 2017 Global Information Security Workforce Study, (n = 12,709)

# APAC Compared to Global Findings

Asia-Pacific is only slightly better off than the rest of world when it comes to having the right number of information security workers.

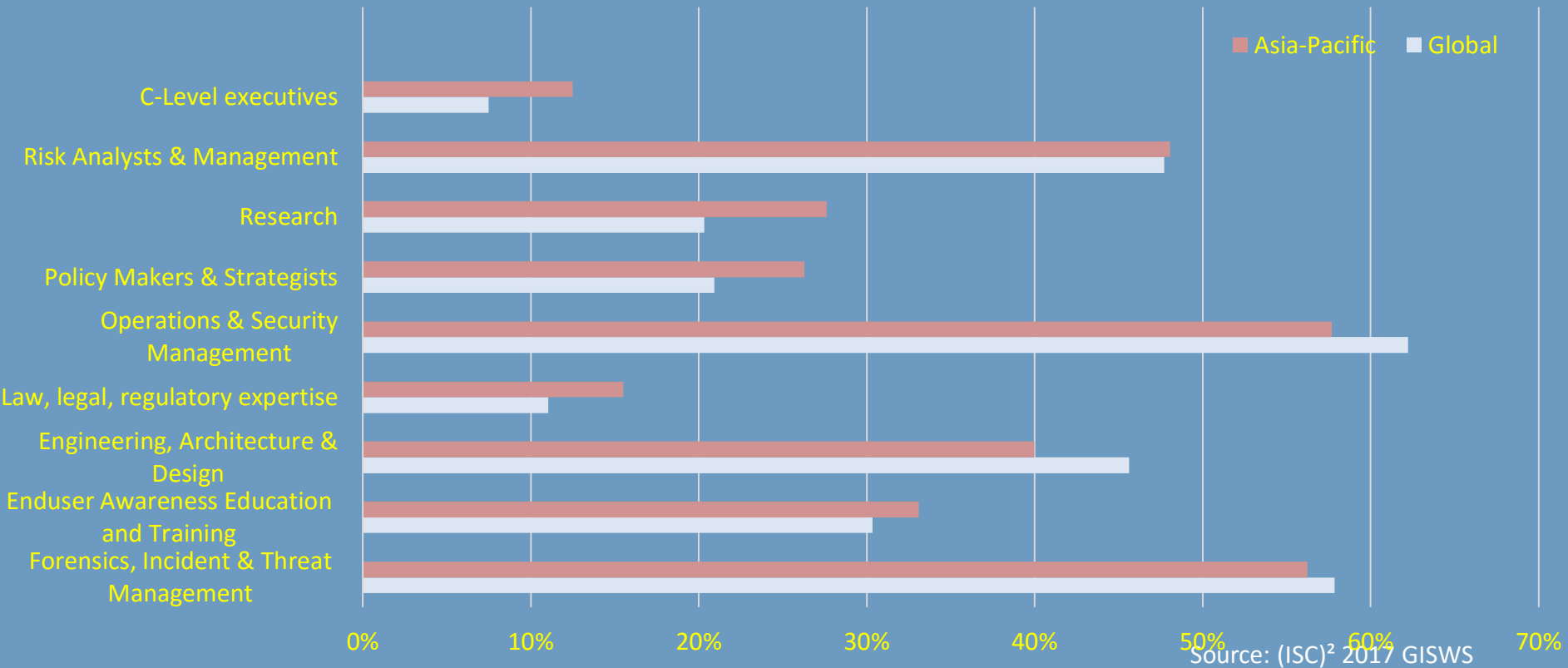


# Non-IT/Engineering Background by Region





# Jobs in High Demand



# Japan: Experienced, Overworked Workforce

**35%**

15+ Years Experience

**68%**

Too Few Security Workers

**44%**

40 - 49 Years Old

**65%**

Don't Expect Better Performance  
if Breached

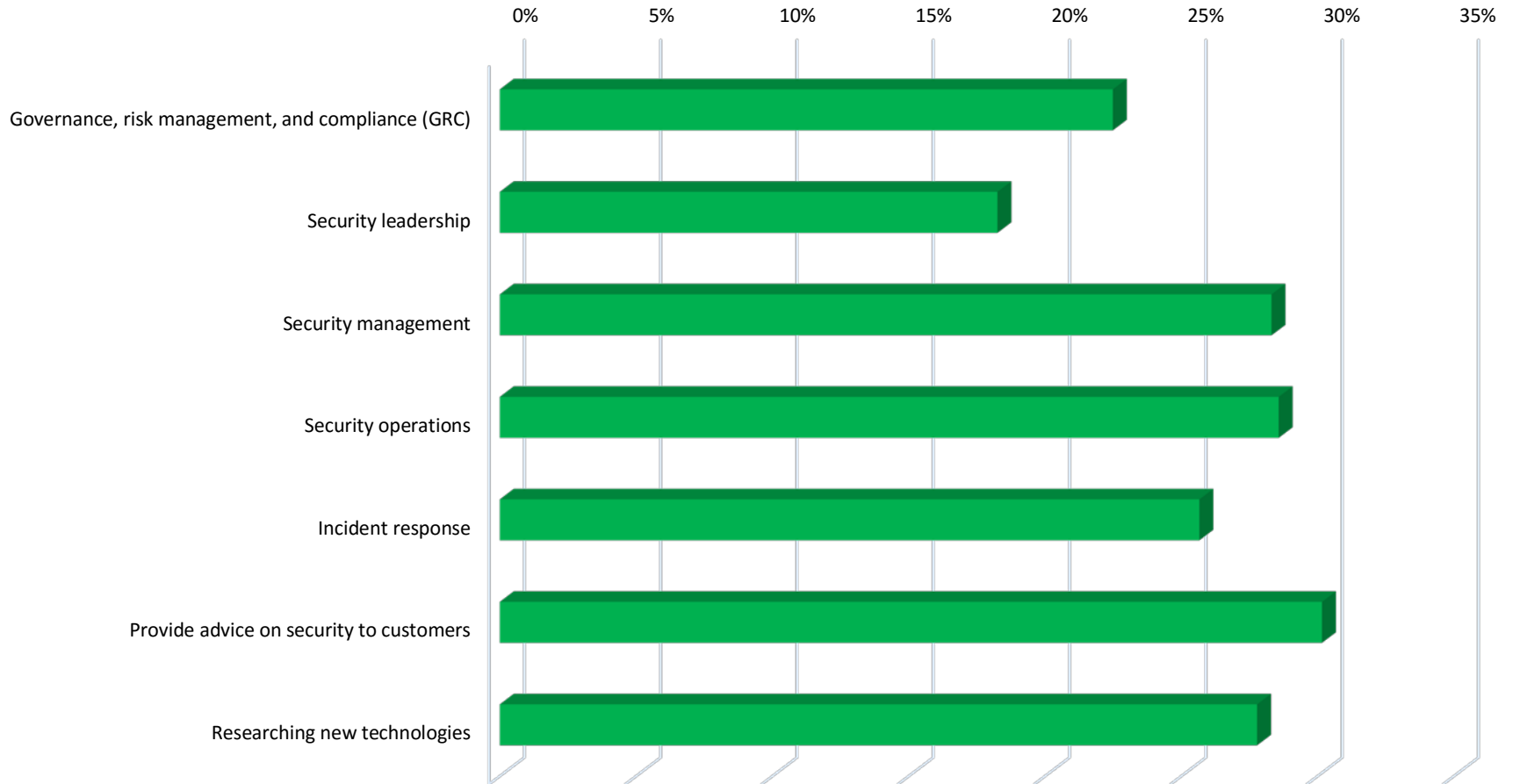
**48%**

Work 50+ Hours Per Week

**48%**

Organization Security is  
Stronger

# Japanese Workforce Focus Areas

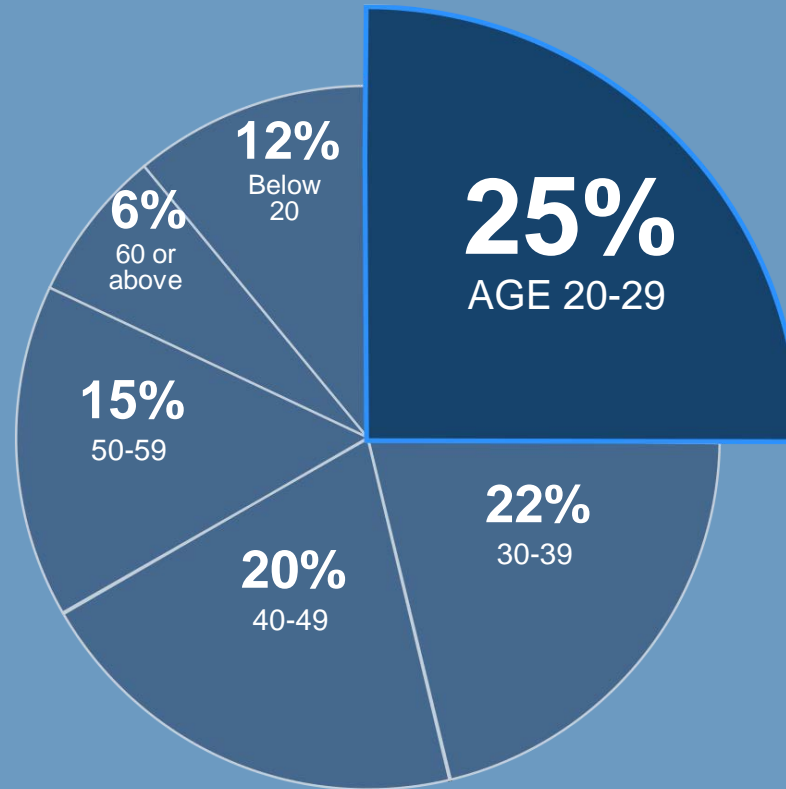


# Skills Needed Within the Japanese Workforce



# Workforce Age Composition in APAC

Millennials (below 29 years old) comprise the majority of the workforce and will continue to grow.



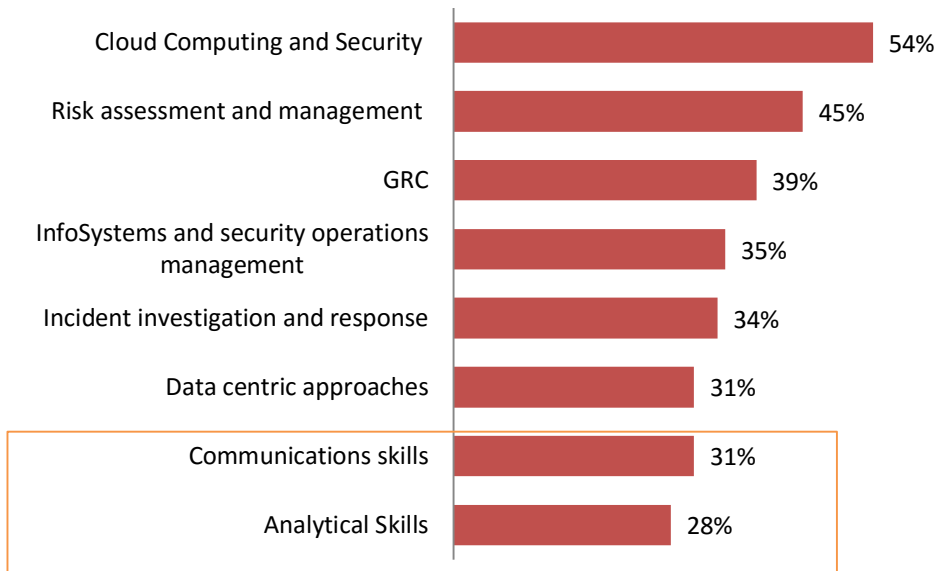
Note: Assumes the full population in a particular age group is all counted in the working population (Age 15-64)

Source: Oxford Economics, Oct 2016.

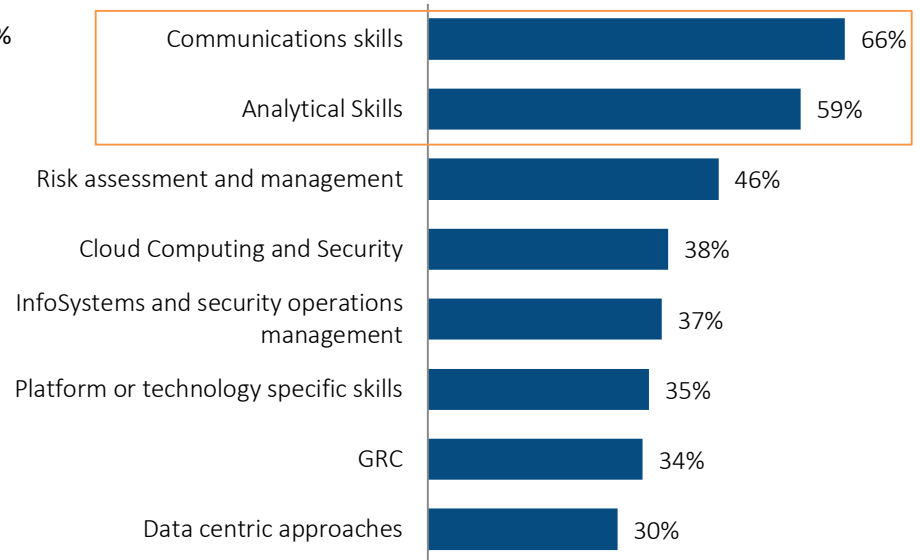
Source: CBRE GLOBAL RESEARCH

# Hiring Manager Disconnect

## Top Skills Prioritized By Millennials



## Top Skills Prioritized By Hiring Managers



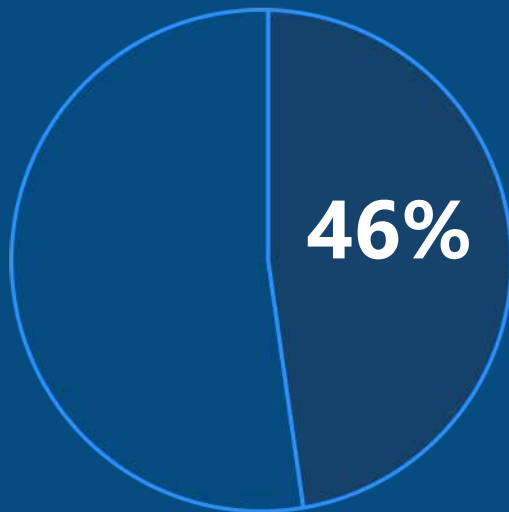
# Understanding Millennial Perspectives

What did we learn about Millennials?

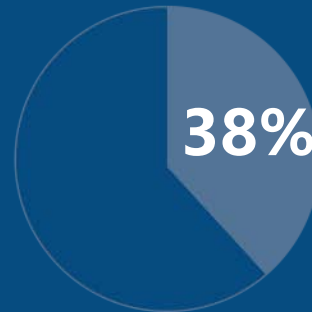


# Millennials Value Diversity

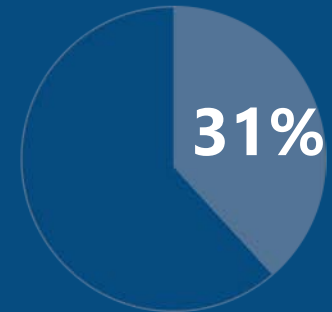
% Who Say Role Diversity is Very Important



MILLENNIALS  
Up to 29 years old



GEN X  
(30-44 years old)

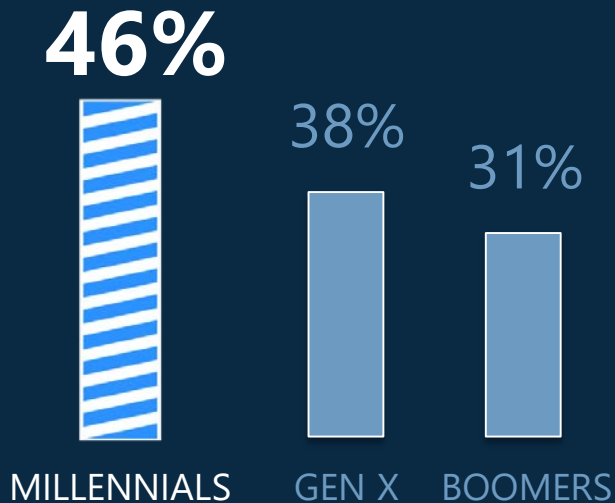


BOOMERS  
(45+ years old)

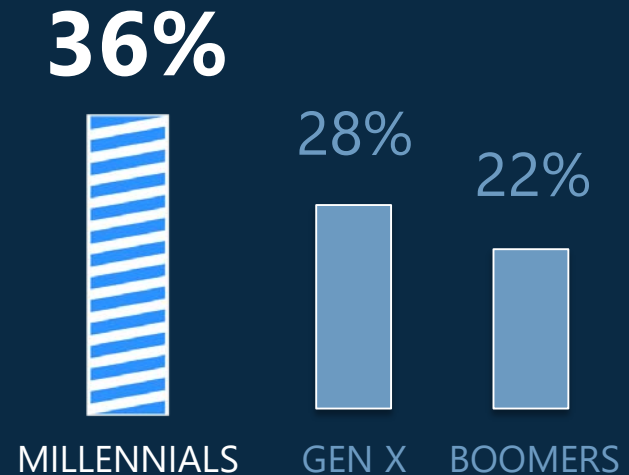


# Millennials Place Value on Mentorship and Leadership Programs

% Who Believe Mentorship Programs are Very Important



% Who Believe Executive Leadership Programs are Very Important

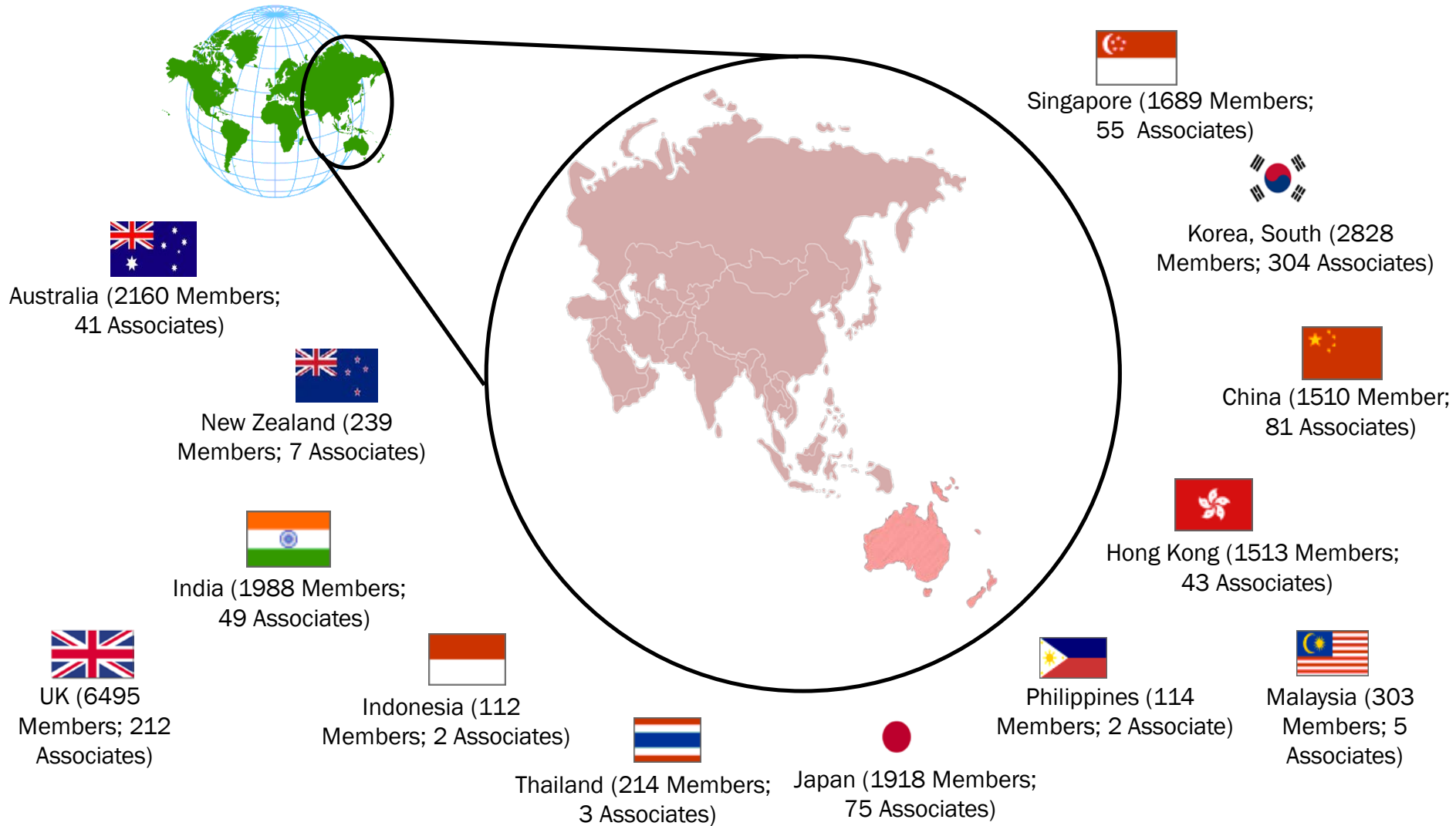


# What Attracts Millennials?

- Improving compensation packages
- Training programs
- Encouraging and paying for attendance at industry events
- Mentorship & executive leadership programs
- Paying for professional memberships
- Role diversity



# (ISC)<sup>2</sup> APAC Membership Counts





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