

Challenges and thoughts to maintain a skilled cyber workforce

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1. THE PROBLEM



http://everettfritz.com/wp-content/uploads/2014/10/shutterstock_104504270.jpg

- ESTIMATES SHOW A LACK OF 2 MILLIONS SECURITY PROFESSIONALS IN 2020
- THE LAW OF “THE OFFER AND DEMAND”
- THE SPECIFICITIES OF CYBERSPACE: THE FAST-PACE OF TECHNOLOGY vs **LACK OF PEOPLE** and SLOW PROCESSES

2. MAINTAIN = ATTRACT + RETAIN



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3. ATTRACT

Who you want

- Clearly understand needs
- Different kind of talents
- Ethics

How they are

- Psychology
- Motivations
- Fears

Where they are

- Find them, or...
- Chase them!

"Create" them

- Early stage
- Education

4. RETAIN

Challenge them

- Curiosity
- Variety of tasks
- Time to explore new technologies

Continuous training

- State of the art, innovative E&T
- Keep them continuously updated
- Promote growth and changes

Organisation "aura"

- Management is Cyber aware
- High-impact work
- Engage with experts, mutual respect

Spoil them

- Flexible schedule
- Motivation and salary
- Tools, resources

- PASSWORD
- PROTECTION
- DATA INTEGRITY
- IDENTITY
- BREACH
- SANSOR
- CODE


- SECURITY
- BIOMETRIC
- VOICE
- ANDROID
- TORRENT
- DATABASE
- DDOS ATTACK



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