



Cyber Security is a Top Concern, Where Will the Talent Come From?

Experis report provides practical recommendations for organizations to effectively manage and expand information security talent pipelines

New Delhi (February, 2016) - IT leaders rank cyber security among their top concerns, yet the scarcity of IT talent and lack of development opportunities for new entrants leaves organizations struggling to meet the challenge. This is according to a new global survey of senior IT managers by Experis, the professional resourcing and project-based solutions arm of ManpowerGroup (NYSE: MAN).

Download the report, *Protecting Your Organization in a Talent-Scarce Market*.

<http://manpowergroup.co.in/MEOS/2016%20Information%20Security%20Whitepaper%20-low%20res.pdf>

Experis' survey finds cyber security is the most frequently cited in-demand skillset globally (32%), nearly twice as much as the next skill mentioned skillset, software development (18%). This perceived talent shortage aligns with market data which suggest the gap between supply and demand for cyber security professionals globally will be nearly 1.5 million workers by 2019.¹

Globally, the most in-demand and hard-to find areas of expertise mentioned by IT leaders are Information Security, Software Development, Business Analytics, Project Management and Cloud Expertise. Indian Employers state Information Security as one of the most in-demand skill followed by Data Analysis and Software developing/ programming.

In India, IT Leaders mentioned Java as in-demand and hard- to find skill, both today and in the next 12-18 months. In Business Intelligence and Analytics, Indian employers are looking for Big Data professionals followed by Database Management and SQL skills.

On an overall global level and for Leaders working on Enterprise Resource Planning projects, SAP experience is the skill in highest demand. In India, it is second highest. Indian employers state "Oracle" as the most demanded skill.

"As organizations grapple to find solutions, they now face a widening security talent shortage that further complicates an already complex situation. Cybersecurity remains a pain point for most organizations. Recent high profile security breaches have moved information security from a hidden corner of the IT function to a topic of strategic importance to both business and society, says A G Rao, Group Managing Director at ManpowerGroup India.

Protecting Your Organization in a Talent-Scarce Market offers recommendations for employers on how to manage their IT talent pools and deal with the widening security talent shortage:

- **Make information security talent management a priority.** Ensure that the C-suite and boardroom are educated and engaged in an ongoing dialogue with IT leaders to create a flexible plan that can adapt to emerging security risks.

¹ The 2015 (ISC) Global Information Security Workforce Study, Frost & Sullivan, April, 2015.



- **Evaluate staff.** Institute an annual skills inventory process to identify and track critical security skills employed or anticipated by your organization to aid in career development, resource retention and staff acquisition planning.
- **Grow from within.** Develop in-house talent by providing hands-on, cross-functional opportunities in real-world situations.
- **Carefully evaluate new talent before hiring.** Incorporate a screening process by experienced security staff to help vet resumes and better understand the functional areas and skills needed.
- **Manage the talent supply chain.** Match your resourcing strategy to your specific need and consider alternative options like contract expertise or thought leadership, project-based consulting and deliverables-based temporary staffing initiatives.

“Information security is a fast-changing field, and companies have to explore new talent models to keep up,” says Ganesh Ramakrishnan, Global Chief Technology Officer at ManpowerGroup. “Trends towards faster, better-aligned training, more on-the-job learning, and new thinking about workforce composition — balancing internal with external expertise — are all steps in the right direction.”

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About Experis

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