More Expensive to Hire Talent

9% Salary Premium

Cybersecurity postings advertise a 9% salary premium over IT jobs

Higher Average Salary Levels

$77,810 System Administrator

$90,120 InfoSec Analyst

$204,000 CISO

Bad hires *hurt* :
- **Cost of $27,000+ for Security Analysts**

Bad hires → breaches
Skills shortage → breaches

CyberTalent Assessments

TALENT PIPELINE

- InfoSec Aptitude
- CyberTalent Enhanced (CTE)

TECHNICAL SKILLS

- Cyber Defense
- Penetration Testing
- Application Security
- Digital Forensics

"In correlation with the VetSuccess program, the SANS CyberTalent Enhanced Assessment has been an excellent tool in helping us identify high-potential talent who will thrive in the cybersecurity field."
Scott Sherrell
ALVA Technical Team Lead

FIND THE RIGHT PEOPLE

CyberTalent Enhanced (CTE)

SANS | CyberTalent

| Aptitude Testing | → | SANS Training & GIAC Certification | → | Qualified Cybersecurity Professional |

What It Measures:

Aptitude

- Knowledge Application
- Comprehension
- Problem Solving Skills

Foundational Skills

- Networking Concepts
- Defense In Depth
- Internet Security Technologies
- Operating Systems
- Communications Security

Why use SANS CyberTalent Aptitude?

- Developed to determine if an individual has the **aptitude and foundational skills to succeed** in information security

- Designed by qualified information security subject matter experts, and **predicts** potential success on GIAC exams

- Exam was developed using common measurement and testing standards to support a validity claim for the test

- **Shows a positive correlation with success in passing GIAC certifications** such as GSEC, GCIH, GCED, and GCIA

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Increase your hiring success rate

- Identify candidates with high likelihood of success in cybersecurity

- Performance on SANS CTE assessments shows positive correlation with performance on GIAC exams.

"We use CyberTalent Assessments as a recruitment tool during our hiring process as well as for assessing and determining training opportunities for existing employees. Using the Assessments during the hiring process has been very beneficial for allowing us to understand a candidate's skill level."

Jake Dorval, RSA Security
Suite Practice Manager & Acting Global Services Product Lead (SPL)

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Improve your training ROI

Benchmark your Team

- Establish a baseline to more effectively manage and measure progress.

- Take a portfolio management approach to overall IS performance.

Personnel Development Plans

- Receive clear views of where individual team members are strong and where skills need development.

- Eliminate wasted and ineffective training costs.

Simple Web-based Reports

- Generate an easy to use report summarizing the individual and team performance.

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Ensure your contractors' skills

"We used SANS CyberTalent to verify skill gaps of our contractors. The reporting was accurate and very helpful."

- Executive Director for Training & Organizational Development at large military contracting firm

- Simple, reliable, cost-effective way to confirm contractors' skills

- Compare and contrast contractors and determine how well resumes and skill levels match your needs

Case Studies

Talent Pipeline	Technical Skills

Talent Pipeline

- **U.S. Military**: Finding individuals with aptitude and foundational skills for cyber training programs

- **U.K. Government**: Screening those with Aptitude for Cyber Retraining Academy

- **Regional Bank**: CTE to baseline entry-level hiring candidates

Technical Skills

- **Government Contractor**: Cyber Defense for hiring Security Analysts

- **APAC Government**: Using Cyber Defense to determine who to place into training

- **Large Technology Company**: Using skills assessments to determine training paths for team members

Contact

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