



# Security HR Trends Report

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According to the *UK Security Sector Outlook by ADS*, the security industry is experiencing rapid and sustained growth. In 2016 alone, it grew by 17%. This can be attributed to industry expansion to export markets and different sectors.

In 2017, the security industry saw advancements in cyber security, national infrastructure and border security. The industry has also adopted the Internet of Things (IoT) and cloud-based technology, which has led to a shifting focus from traditional security practices to more high-tech processes. In fact, the majority of growth in the IT industry, as well as the security industry, is due to information security.

To help you make the most out of your recruiting process this year, we've rounded up the top hiring statistics and trends affecting the security industry in this Security HR Trends Report.

1. Demand for New Skills in the Security Industry
2. High Stress and Burnout Rates in the Security Industry
3. Diversity in the Security Industry
4. Attracting and Retaining Talent in the Security Industry

# Demand for New Technical Skills in the Security Industry

The security industry is adapting to a modern digital world with increasing technological updates. *Security Industry Authority (SIA)* predicts that the security sector will continue to grow more networked across IoT connections, crossing into the IT sector. In fact, cyber security accounted for more than one third of UK exports in the industry.

This means that more advanced qualifications are in demand for security officers and managers. According to *Security Informed*, employers are now hiring professionals that can:

- ✓ Monitor security software and hardware
- ✓ Identify threats in real time
- ✓ Track visitor logs and incident reports on databases
- ✓ Use digital devices and integrated video surveillance to oversee entire facilities

According to *Richard Avery*, Region President of *Securitas Security Services*, “As security work continues to grow more sophisticated and technological, security officers are going to need altogether different skill sets, education and training”.

However, according to *Enterprise Strategy Group (ESG)*, 62% of cyber security professionals report that their employers are not providing enough training to help them keep up with the growing business and IT risks. That means that as technology continues to evolve, this skills shortage in the security industry may only get wider.



# High Stress and Burnout Rates in the Security Industry



With these new and complex requirements for technical skills in the industry, security professionals are being put under increasing pressure at their already high risk-to-life positions. This has led to high levels of burnout and turnover in the industry.

According to [LinkedIn](#) research about the mental health of security workers, the experiences that cause the most stress are:

1. New management or organisational practices
2. Increased demands and long hours
3. Job insecurity and redundancies

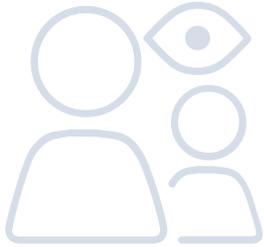
The effects of stress and burnout are especially noticeable in the growing cyber security sector of the industry. According to a study conducted by ESG and [Information Systems Security Association \(ISSA\)](#):

-  32% of cyber security professionals decided to leave their jobs because of burnout
-  28% decided to leave because of stress
-  Among professionals who were considering leaving the industry as a whole, 40% noted that it was because of burnout and 30% attributed it to stress
-  28% of professionals reported that they were experiencing a poor work-life balance

This has led to staggering levels of turnover: According to the Bureau of Labor Statistics, the turnover rate for security roles is between 100% and 400%.



# Diversity in the Security Industry



According to the *Women's Security Society*, the number of women choosing a career in security has increased over the last decade. However, the group still estimates that women only make up around 10% of the security workforce.

Numbers for cyber security compared to physical security are more optimistic, but there is still a lot of work to be done. Women represent:

- 18% of the cyber security industry in the U.K. (*BeacherMadden*)
- 25% of the cyber security industry in Australia (*McAfee Cybersecurity Talent Study*)
- 34% of the cyber security industry in India (*National Association of Software and Services Companies*)

However, with the growth in the industry and demand for new skill sets, more and more companies are working on their diversity and inclusion campaigns. Many are doing this by creating organisations specifically targeted at women in the industry:

- ✓ SIA established the *Women in Security Forum*. One of the main goals for this forum is to establish a recruiting programme for the next generation of female professionals and leaders
- ✓ ASIS established the *Women in Security Council*. This council aims to provide training and education opportunities for women who are interested in joining or moving up in the industry



# Attracting and Retaining Top Talent in the Security Industry



The UK security industry's turnover rates have more than doubled in the last five years, according to the ADS report. In addition to this, a Private Security services in Europe report by *CoESS* puts the annual staff turnover rate in the Irish private security industry at 20%, so employers are putting more focus on attracting and retaining security professionals. The top ways that they are doing this is through clear career progression plans and higher salary offerings.

## 1. Career path and progression

According to Security Informed, security professionals are looking for growth-oriented jobs that focus on continual training and advancement. Because of this, one in four UK security employers are investing in apprentices and trainees in order to gain access to the next generation of skilled workers (ADS).

## 2. Higher salaries

Issues of pay in the security industry caused the *Irish Security Industry Association* to implement a new Security Employment Regulation Order that guarantees improved pay and conditions for security officers in Ireland. In 2017, security professionals were given pay increases that would exceed living wage by 2019. This has been a way to reduce turnover and attract more professionals to the industry.

# About Us

Now you have the security industry stats and trends to build your recruitment strategy around—but where do you start? With *BidRecruit*, you can start hiring security professionals today!

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