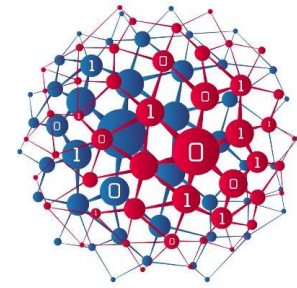


ECS

EUROPEAN CYBER SECURITY ORGANISATION



An introduction to EHR4CYBER

www.ecs-org.eu

Who we are - EHR4CYBER

EHR4CYBER TASK FORCE WG5

ECSO's European Human Resources Network for Cyber (EHR4CYBER) Task Force creates awareness among decision makers (private companies, regional / local administrations, national / EU administrations) about the need to develop education and training measures which will address the demand in the cyber security field. The target is to increase public and private spending in the relevant field to foster more possibilities of such education and training that recruiters are looking for, both in private and public sectors.

The network also works on a common benchmarking system in cyber security recruitment, foster collaboration through the exchange of best practices, look into harmonisation of education and training procedures across Europe, develop and harmonise certification for diploma and specialties, as well as support the recruitment process of cyber security specialists.

Focus is on professionalisation of cyber security professionals.

**EHR4CYBER is a Task Force under ECSO's WG5 on "Education, Training, Awareness, and Cyber Ranges"*

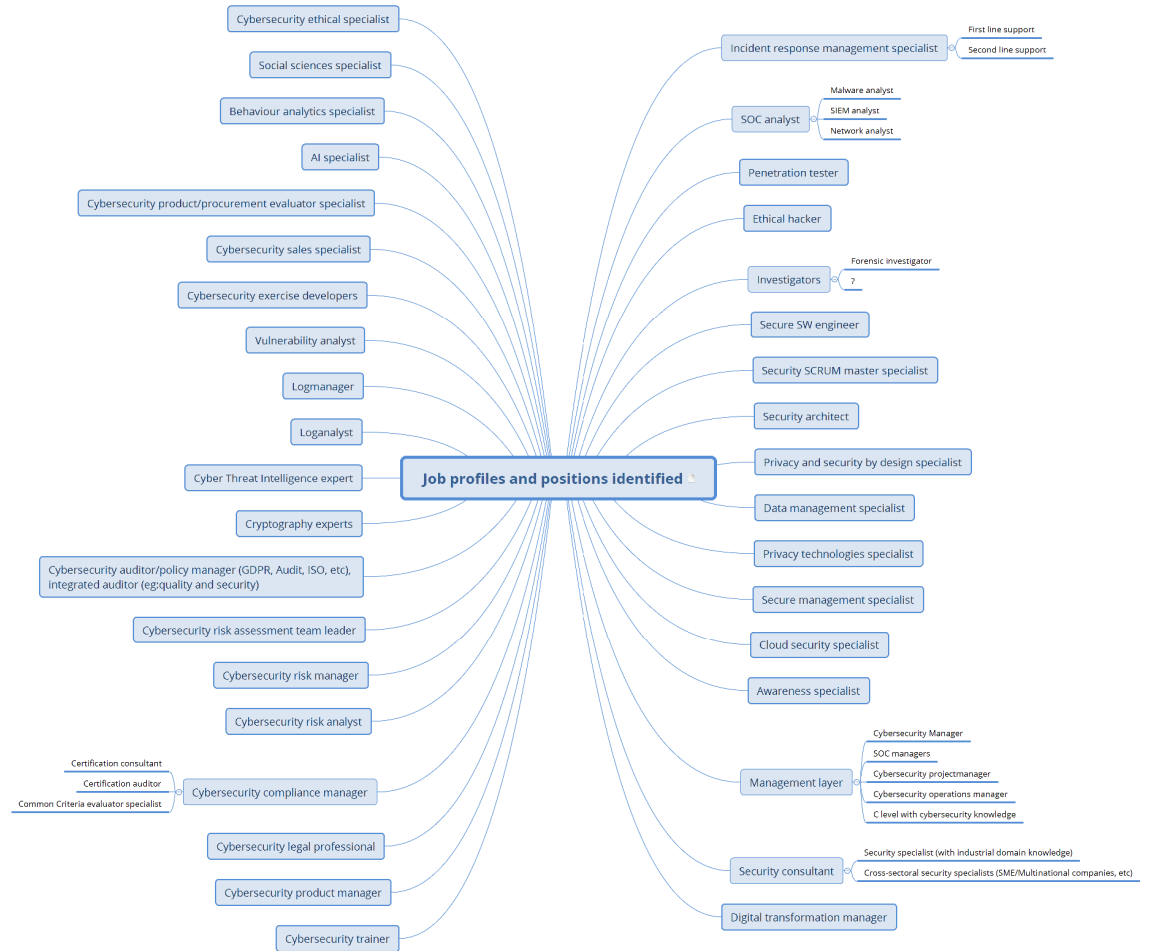
Needs and objectives – demands and available professionals

Understand (map) what exists at local/national level, and what are the best practices, needs, and recommendations when it comes to **cyber security recruitment** in Europe.

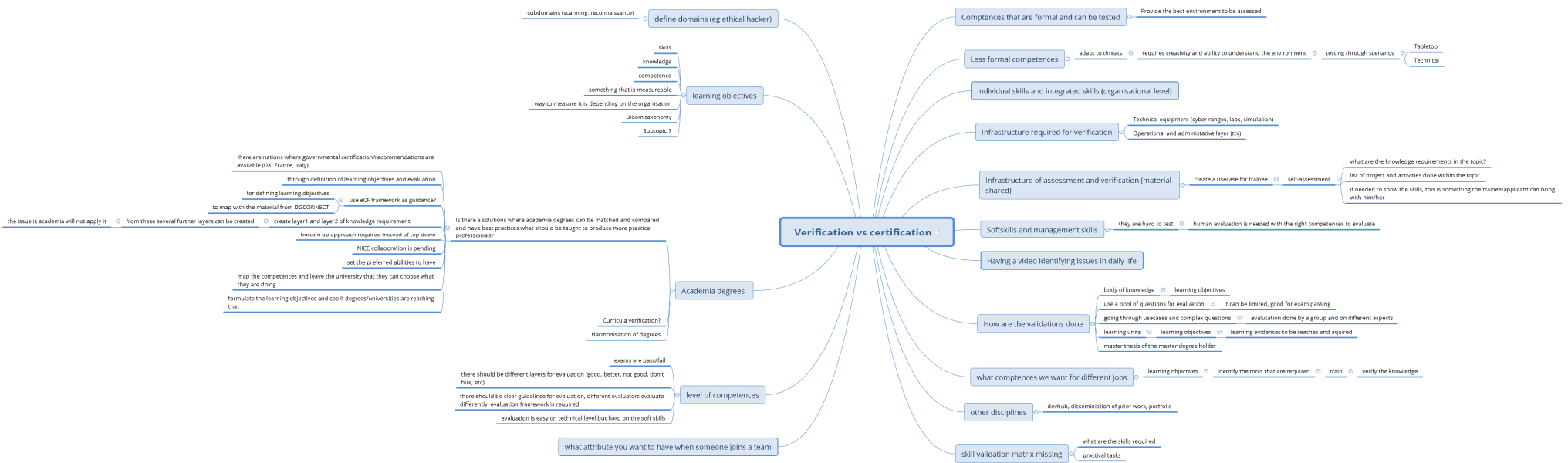
Understand (map) the **demand** side, what are the needs and means to fulfill demands, in-house trainings and careers.

Understand (map) the **supply** side, how any professionals are trained, how they are recruited, how they choose career, how flexible is the EU market in regards of relocation.

What is missing?



Verification vs Certification



What about the SMEs?

Challenges

- Too small for having specialists, jack of all trades are rare
- Cyber security is not the core competence
- Nearly everything will be Internet enabled at some point (IoT)
- Qualification requirements from buyers
- Regional differences

Available solutions

- Raising basic awareness / training with staff
 - Secure coding for developers
 - CxO fraud
- Use secure services
- Outsourcing – available experts and automated solutions
- Certifications and labels

Scaling up

- Work together, sector or regional
- SME capacity building centres
- Verification framework

Supply chain risk

- Chain is as strong as the weakest link
- Nike example of child labour
- Works both ways: SME as part of the supply chain



Results so far

Overview of situation in Europe

ECISO document

Certifications (CISSP etc) are still 'king'

Validation of knowledge instead of skill / capability

Requirements per job / function not clear

Approaches differ per country

In some countries (FI, NL) alignment of formal training

Recognition of training providers (UK)



WG5 ANALYSIS

Information and Cyber Security Professional Certification
Task Force WG5 | European Human Resources Network for Cyber
(EHR4CYBER)

NOVEMBER 2018

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Next steps

EHR4CYBER milestones for 2019

More detail on job profiles and their requirements
Simulation environments and platforms for capacity building for SMEs also

Expand collaboration

Training providers, universities, commercial training providers
Regional collaboration eg. Cyber Valleys
SME associations, clusters, etc

Utilise synergies in house and external partners

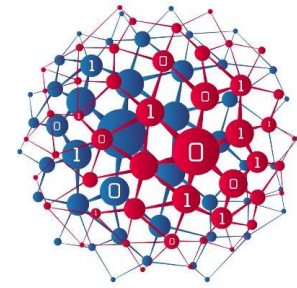
ECSO's new Women4Cyber initiative
Link to SME Hub Platform (ECSO WG4)
Dialogue with DG CNECT (Digital Skills & Jobs Coalition), DG GROW, CEN TC's (ECSO has signed an MoU with CEN/CENELEC)
Synergies within and inter regions

Pilot projects

Digital Security MBA - Laurea (FI) Cyber Services (HU)
Cyber Valleys (DE, FR, FI, EE, S)
Network of Competence Centres

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Thank you for your attention

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BECOME MEMBER! CONTACT US



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