

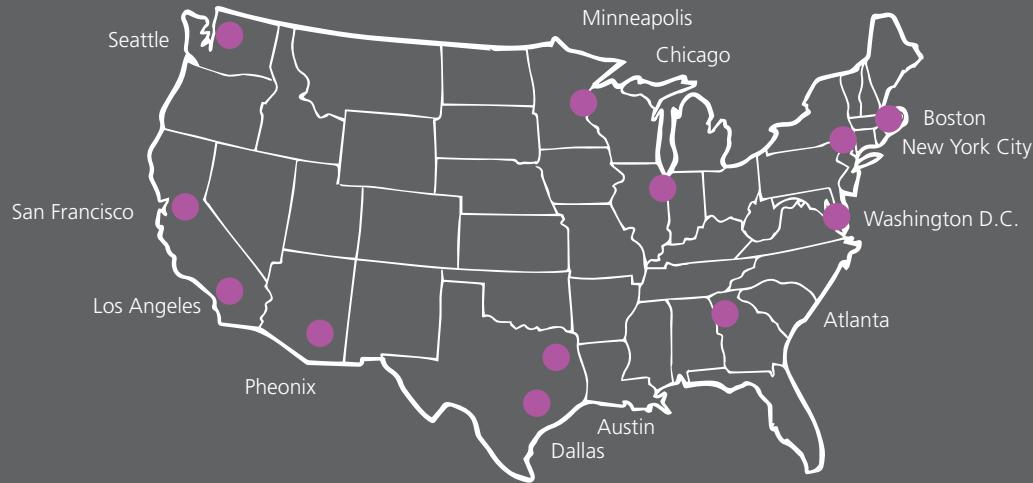
Cybersecurity Workforce Report

12 Markets with High Demand for Top Talent

By Randstad Technologies

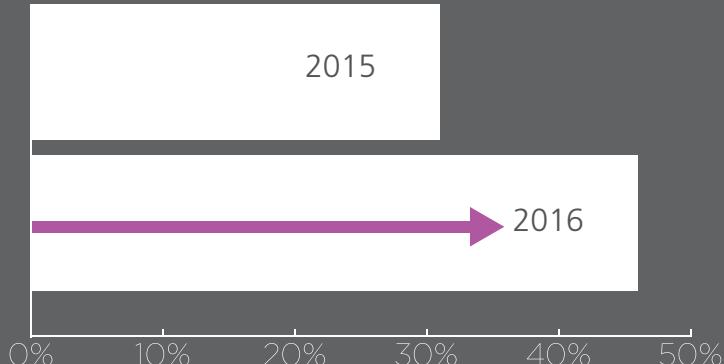
Executive Summary

Randstad Technologies, a leading technology talent and solutions provider in the U.S., issued its Cybersecurity Workforce Report. ***The report reveals strong demand for cybersecurity talent in 12 key markets nationwide.*** Demand in these markets was based on the following criteria: employers competing for talent and the number of open job listings.



Executive Summary

Cybersecurity talent is highly sought after not only in these markets but also nationwide. Between June 2014 and June 2016, demand surged 35 percent year-over-year. The industry agrees. According to the [15th Annual State of the CIO Survey](#), 46 percent of IT executives cite security management as a focus for the upcoming year, up from 31 percent in 2015, suggesting that ***security ranks as the top technology initiative driving IT investment.***



IT security management is a growing focus for executives

Atlanta



248

Direct employers
currently competing



652

Open jobs posted
by direct employers



47

Average days for a
position to be filled



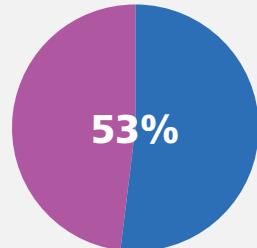
\$129,450

Median salary for
cybersecurity expertise

3



91%



Ninety-one percent of job openings *require a bachelor's degree* at minimum.

Among potential candidates in the workforce that are women, *53 percent identify with an ethnicity other than Caucasian* (African-American, Asian, Hispanic or "other").

Data supplied by WANTED Analytics

Austin



98

Direct employers
currently competing



270

Open jobs posted by
direct employers

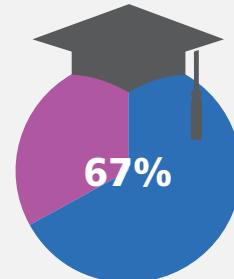


45

Average days for a
position to be filled



\$106,800
Median salary for
cybersecurity expertise



Among markets analyzed, Austin has one of the lowest median salaries (\$106,800) for its cybersecurity workforce, *offering employers more value for top talent* in a tech hotbed that includes Dell, IBM, Oracle and many more.

Sixty-seven percent of potential candidates in the Austin market have *earned a bachelor's, master's or doctorate degree applicable to the IT security field*.

Data supplied by WANTED Analytics

Boston



260

Direct employers
currently competing



604

Open jobs posted by
direct employers



52

Average days for a
position to be filled



\$131,050

Median salary for
cybersecurity expertise



Direct employers seeking cybersecurity or security-related talent in Boston include *Deloitte, Tufts University, Oracle, Amazon, The Mitre Corporation*, among others.

Only 21 percent of potential of potential security IT candidates in Boston are women.

Data supplied by WANTED Analytics

Chicago



242

Direct employers
currently competing



627

Open jobs posted by
direct employers



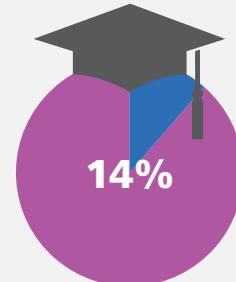
49

Average days for a
position to be filled

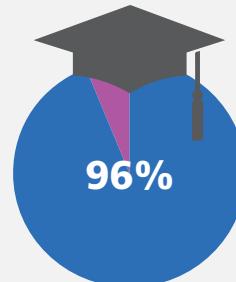


\$126,700

Median salary for
cybersecurity expertise



Of potential candidates in the Chicago workforce,
14 percent have attained at least a master's degree.



Of the 627 job openings, *96 percent require at least a bachelor's degree.*

Data supplied by WANTED Analytics

Dallas



243

Direct employers
currently competing



776

Open jobs posted by
direct employers



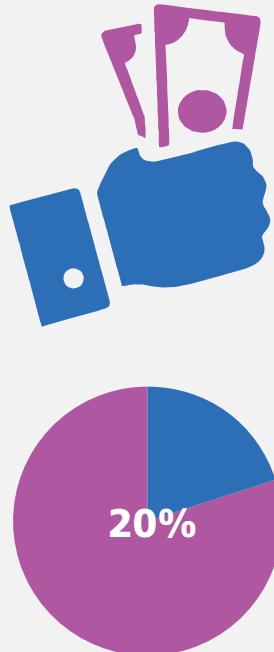
46

Average days for a
position to be filled



\$119,100

Median salary for
cybersecurity expertise



The *salary range* for cybersecurity and security-related talent in Dallas is **\$93,000-145,000 annually**.

For organizations hoping to increase diversity in the workplace, *20 percent of potential candidates in the Dallas workforce are non-Caucasian*.

Data supplied by WANTED Analytics

Los Angeles



238

Direct employers
currently competing



641

Open jobs posted by
direct employers



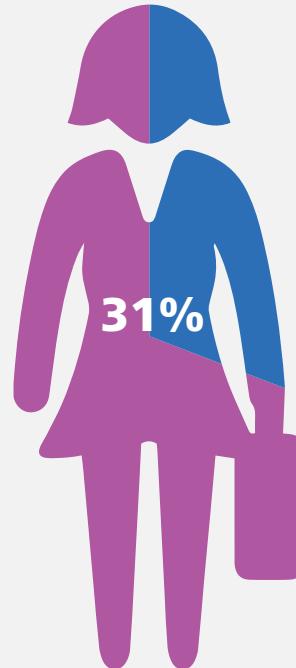
49

Average days for a
position to be filled



\$123,800

Median salary for
cybersecurity expertise



*Thirty-one percent of potential candidates
based in Los Angeles are women, the highest
percentage among all the markets analyzed.*

Data supplied by WANTED Analytics

Minneapolis



136

Direct employers
currently competing



444

Open jobs posted by
direct employers



45

Average days for a
position to be filled



\$102,200

Median salary for
cybersecurity expertise



Among markets analyzed, *Minneapolis has the lowest median salary (\$102,200) for its cybersecurity workforce, offering employers more value for top talent* in a corporate hub that includes Target Corporation, Wells Fargo, UnitedHealth Group and many more.

Data supplied by WANTED Analytics

New York City



453

Direct employers
currently competing



1,500

Open jobs posted by
direct employers



47

Average days for a
position to be filled



\$141,100

Median salary for
cybersecurity expertise



The salary range for cybersecurity and security-related talent in the New York City metro area, including northern New Jersey and Long Island, is **\$113,000-170,000 annually**.

The vast majority (98 percent) of current job openings **require candidates to have at least a bachelor's degree**.

Phoenix



127

Direct employers
currently competing



374

Open jobs posted by
direct employers



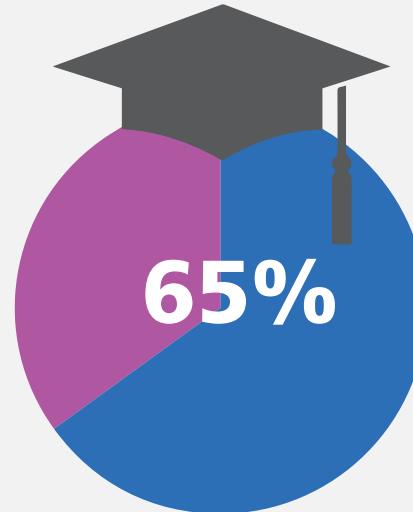
43

Average days for a
position to be filled



\$109,050

Median salary for
cybersecurity expertise



Sixty-five percent of potential
candidates *have earned at least*
a bachelor's degree.

Data supplied by WANTED Analytics

San Francisco



277

Direct employers
currently competing



801

Open jobs posted by
direct employers



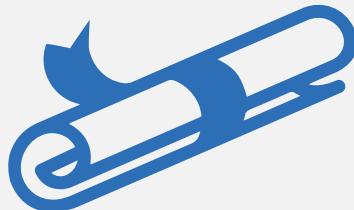
49

Average days for a
position to be filled



\$145,850

Median salary for
cybersecurity expertise



One-third of all potential candidates are Asian; the vast demographic differences in the talent pool could help organizations increase diversity in the workplace.

More than 20 percent of potential candidates
have at least a master's degree.

Seattle



148

Direct employers currently competing



556

Open jobs posted by direct employers



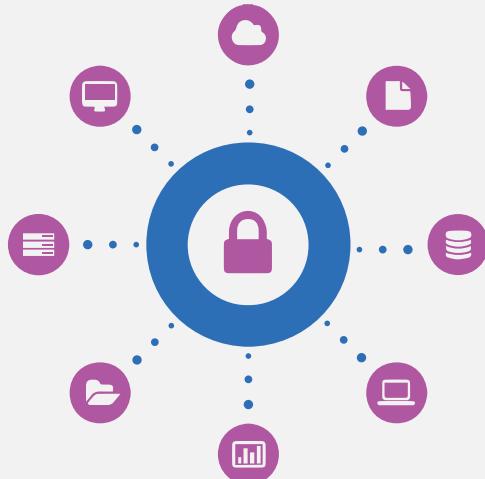
48

Average days for a position to be filled



\$121,300

Median salary for cybersecurity expertise



Direct employers seeking cybersecurity or security-related talent in Seattle include **Amazon, Oracle, Microsoft, T-Mobile and Nordstrom**, among others.

13

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Washington, D.C.



743

Direct employers
currently competing



3,524

Open jobs posted by
direct employers



49

Average days for a
position to be filled



\$152,800

Median salary for
cybersecurity expertise



Washington, D.C. has the highest median market salary among the 12 markets analyzed. This is a booming market for IT security and cybersecurity jobs.

14

Data supplied by WANTED Analytics

 **randstad**
technologies

Methodology and Sources

Randstad Technologies' report of 12 markets with high demand for cybersecurity talent is derived from an analysis of proprietary data from Randstad Technologies and industry partner WANTED Analytics. Randstad Technologies maintains regional offices in Atlanta, Austin, Boston, Chicago, Dallas, Los Angeles, Minneapolis, New York City, Phoenix, San Francisco, Seattle, Washington, D.C., and elsewhere around the country. Randstad Technologies also evaluated publicly available surveys and reports on the IT job market in the U.S., including CIO's 15th annual State of the CIO survey.