















# (ISC)2 Career Impact Survey

1. In what country are you located?			
		Response Percent	Response Count
Albania		0.0%	0
Andorra	█	0.0%	1
Angola		0.0%	0
Antigua and Barbuda		0.0%	0
Argentina	█	0.3%	9
Australia	█	2.0%	61
Austria	█	0.2%	6
Azerbaijan		0.0%	0
Bahamas	█	0.0%	1
Bahrain	█	0.1%	2
Bagladesh		0.0%	0
Barbados	█	0.1%	3
Belarus		0.0%	0
Belgium	█	0.4%	12
Belize		0.0%	0
Bermuda	█	0.1%	3
Bolivia		0.0%	0
Bosnia and Herzegowina		0.0%	0
Botswana	█	0.0%	1
Brazil	█	0.9%	28
Brunei Darussalam		0.0%	0
Bulgaria	█	0.1%	4
Cambodia		0.0%	0

Cameroon		0.0%	0
Canada		5.6%	168
Cayman Islands		0.0%	1
Chile		0.2%	7
China		0.5%	16
Colombia		0.2%	7
Costa Rica		0.0%	1
Croatia		0.0%	1
Cuba		0.0%	0
Cyprus		0.0%	0
Czech Republic		0.2%	5
Denmark		0.5%	16
Dominican Republic		0.0%	0
Ecuador		0.0%	0
Egypt		0.1%	4
El Salvador		0.0%	0
Estonia		0.0%	0
Faroe Islands		0.0%	0
Fiji		0.0%	0
Finland		0.7%	21
France		0.9%	27
French Polynesia		0.0%	0
Georgia		0.0%	0
Germany		1.5%	45
Ghana		0.0%	1
Gibraltar		0.0%	0

Greece		0.4%	12
Guam		0.1%	2
Guatemala		0.0%	1
Haiti		0.0%	0
Honduras		0.0%	1
Hong Kong		1.4%	42
Hungary		0.1%	3
Iceland		0.0%	0
India		1.9%	57
Indonesia		0.1%	3
Iran		0.0%	1
Ireland		0.3%	10
Israel		0.3%	8
Italy		0.6%	17
Jamaica		0.0%	0
Japan		1.0%	31
Jordan		0.0%	1
Kazakhstan		0.0%	0
Kenya		0.0%	0
Korea, Republic of		1.1%	33
Kuwait		0.1%	2
Latvia		0.0%	1
Lebanon		0.0%	1
Liechtenstein		0.0%	0
Lituania		0.0%	1
Luxemborg		0.0%	1
Macau		0.0%	0










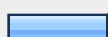





Macedonia	█	0.1%	3
Malaysia	█	0.4%	13
Malta	█	0.1%	3
Mauritius	█	0.1%	2
Mexico	█	0.8%	23
Morocco		0.0%	0
Namibia	█	0.0%	1
Nepal		0.0%	0
Netherlands	█	2.1%	63
Netherlands Antilles	█	0.0%	1
New Zealand	█	0.3%	8
Nigeria	█	0.2%	5
Norway	█	0.2%	5
Oman	█	0.0%	1
Pakistan	█	0.2%	7
Panama		0.0%	0
Peru		0.0%	0
Phillipines	█	0.1%	4
Poland	█	0.4%	12
Portugal	█	0.1%	4
Puerto Rico	█	0.1%	2
Qatar	█	0.1%	3
Romania	█	0.2%	6
Russian Federation	█	0.2%	5
Saint Kitts and Nevis		0.0%	0
Saint Lucia		0.0%	0

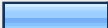
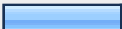
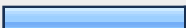

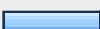
Saudi Arabia		0.1%	3
Senegal		0.0%	0
Serbia		0.0%	0
Singapore		0.9%	27
Slovakia		0.1%	2
Slovenia		0.0%	1
South Africa		0.4%	13
Spain		1.0%	29
Sri Lanka		0.1%	2
Suriname		0.0%	0
Sweden		0.7%	22
Switzerland		0.6%	19
Taiwan		0.2%	5
Tanzania		0.0%	0
Thailand		0.4%	11
Trinidad and Tobago		0.0%	1
Tunisia		0.1%	3
Turkey		0.1%	2
Turks and Caicos Islands		0.0%	0
Uganda		0.0%	0
Ukraine		0.0%	1
United Arab Emirates		0.5%	14
United Kingdom		5.0%	149
<b>United States</b>		<b>61.1%</b>	<b>1,821</b>
Uruguay		0.1%	2
Venezuela		0.0%	1
Vietnam		0.1%	2

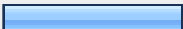
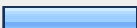

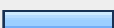

Virgin Islands (U.S.)		0.0%	0
Yemen		0.0%	0
Zambia		0.0%	0
Zimbabwe		0.0%	0
	<b>answered question</b>		<b>2,980</b>
	<b>skipped question</b>		<b>0</b>

<b>2. What is your e-mail address (must include this to be eligible for prizes)?</b>		
		<b>Response Count</b>
		2,751
	<b>answered question</b>	<b>2,751</b>
	<b>skipped question</b>	<b>229</b>

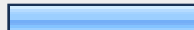
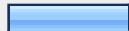




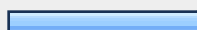













### 3. What certifications do you currently hold?

		Response Percent	Response Count
CAP		1.0%	30
<b>CISSP</b>		<b>95.3%</b>	<b>2,841</b>
CISSP-ISSAP		1.6%	49
CISSP-ISSEP		1.2%	36
CISSP-ISSMP		1.3%	38
CSSLP		2.4%	72
JGISP (formerly ISSJP)		0.1%	3
SSCP		1.8%	55
CEH		6.1%	182
CISA		15.0%	446
CISM		10.3%	307
CompTIA Security+		10.9%	325
GSE		0.1%	2
GSEC		3.3%	99
None		0.7%	21
Other (please specify)			869
		<b>answered question</b>	<b>2,980</b>
		<b>skipped question</b>	<b>0</b>

4. How many employees work within your organization?			
		Response Percent	Response Count
1-100		15.7%	469
101-1,000		17.8%	531
<b>1,001-10,000</b>		<b>27.6%</b>	<b>823</b>
10,001-100,000		24.2%	720
100,001 or more		14.7%	437
		<i>answered question</i>	<b>2,980</b>
		<i>skipped question</i>	<b>0</b>

5. What was the total security budget within your organization for 2009 (in USD)?			
		Response Percent	Response Count
<b>\$0-100,000</b>		<b>27.3%</b>	<b>764</b>
\$100,001-500,000		20.2%	565
\$500,001-1,000,000		13.6%	380
\$1,000,001-5,000,000		16.5%	461
\$5,000,000 or more		22.4%	626
		<i>answered question</i>	<b>2,796</b>
		<i>skipped question</i>	<b>184</b>



6. What is your organization's industry/market?			
		Response Percent	Response Count
Information technology		28.5%	849
Professional services		18.2%	542
Discrete manufacturing		1.8%	53
Education		4.7%	140
Process manufacturing		1.8%	55
Healthcare		5.8%	174
<b>Government (Defense and Non-defense)</b>		<b>28.9%</b>	<b>860</b>
Banking		11.3%	336
Other finance		5.7%	169
Retail		2.2%	65
Wholesale		0.6%	19
Telecommunications		9.9%	296
Construction		0.7%	22
Transportation and transportation services		1.8%	55
Insurance		4.2%	125
Media		1.4%	43
Personal services		0.3%	8
Utilities		2.2%	67
Resource industries		0.9%	28
Other		6.4%	192
		Other (please specify)	230
		<b>answered question</b>	<b>2,980</b>
		<b>skipped question</b>	<b>0</b>

**7. How did the economic downturn affect the following areas of your organization in 2009 compared to 2008? Please rate each of the following areas.**





	No change	Decreased significantly	Decreased somewhat	Increased somewhat	Increased significantly	Rating Average	Res Co
Travel budget	23.6% (701)	<b>42.9%</b> (1,274)	31.5% (934)	1.5% (45)	0.5% (15)	2.12	
New hires	21.5% (627)	<b>41.0%</b> (1,194)	25.3% (737)	9.8% (285)	2.4% (69)	2.30	
Personnel reductions and layoffs	<b>42.6%</b> (1,254)	7.2% (211)	10.3% (305)	25.1% (740)	14.8% (437)	2.63	
Professional development and training budget	26.9% (794)	33.7% (996)	<b>34.0%</b> (1,004)	4.8% (142)	0.7% (20)	2.19	
Purchases of security equipment and technology	33.4% (987)	20.8% (614)	<b>34.7%</b> (1,024)	9.8% (288)	1.3% (38)	2.25	
Information security budget	<b>36.9%</b> (1,089)	17.1% (505)	34.0% (1,002)	10.4% (307)	1.6% (46)	2.23	
Outsourcing of security functions	<b>68.0%</b> (2,011)	8.1% (240)	10.6% (312)	10.9% (323)	2.4% (70)	1.71	
	<i>answered question</i>						
	<i>skipped question</i>						



8. How do you foresee the economic downturn affecting the following areas of your organization in 2010 compared to 2009?





	No change	Decreasing Significantly	Decreasing Somewhat	Increasing Somewhat	Increasing Significantly	Rating Average	Response Rate	
Travel budget	<b>42.9%</b> <b>(1,274)</b>	17.0% (505)	24.3% (722)	15.4% (457)	0.5% (14)	2.14		
New hires	<b>37.6%</b> <b>(1,112)</b>	14.3% (424)	18.8% (556)	26.7% (788)	2.5% (75)	2.42		
Personnel reductions or layoffs	<b>53.6%</b> <b>(1,584)</b>	7.5% (223)	19.0% (562)	15.4% (454)	4.5% (134)	2.10		
Professional development and training budget	<b>41.8%</b> <b>(1,236)</b>	14.0% (414)	23.1% (684)	20.3% (599)	0.8% (24)	2.24		
Purchases of security equipment and technology	<b>46.1%</b> <b>(1,366)</b>	10.4% (309)	20.3% (602)	21.6% (640)	1.5% (45)	2.22		
Information security budget	<b>47.5%</b> <b>(1,401)</b>	9.5% (280)	19.6% (579)	22.0% (648)	1.4% (41)	2.20		
Outsourcing of security functions	<b>69.7%</b> <b>(2,055)</b>	6.1% (180)	8.8% (260)	13.4% (394)	2.0% (59)	1.72		
	<i>answered question</i>							
	<i>skipped question</i>							



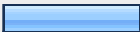

9. Did you receive a salary increase, including benefits and incentives, in 2009?			
		Response Percent	Response Count
Yes - 0-5%		35.6%	1,057
Yes - 5-10%		11.6%	344
Yes - 10% or higher		5.6%	167
No - No change in salary or benefits		31.5%	936
No - Salary and/or benefits cut		10.9%	325
No - Layoff		4.8%	144
		<b>answered question</b>	<b>2,973</b>
		<b>skipped question</b>	<b>7</b>

10. Is the economic downturn causing an increased security risk in your organization?			
		Response Percent	Response Count
Yes		32.8%	973
No		41.8%	1,240
Not sure		25.4%	753
		<b>answered question</b>	<b>2,966</b>
		<b>skipped question</b>	<b>14</b>

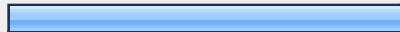
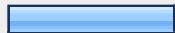


11. If yes, which of the following areas have you seen the most activity?			
		Response Percent	Response Count
Hacks against your systems/infrastructure		31.3%	300
Theft of intellectual property		15.4%	148
<b>Employee misconduct</b>		<b>37.7%</b>	<b>362</b>
Other		15.5%	149
		Other (please specify)	155
		<b>answered question</b>	<b>959</b>
		<b>skipped question</b>	<b>2,021</b>

12. Are you a security manager or above with hiring responsibilities?			
		Response Percent	Response Count
Yes		28.4%	843
<b>No</b>		<b>71.6%</b>	<b>2,123</b>
		<b>answered question</b>	<b>2,966</b>
		<b>skipped question</b>	<b>14</b>

<b>13. When filling an information security position within your organization, what is the average time it takes to find and hire the right candidate?</b>			
		<b>Response Percent</b>	<b>Response Count</b>
Less than 1 month		7.1%	60
<b>1-3 months</b>		<b>47.6%</b>	<b>403</b>
3-6 months		34.2%	289
6 or more months		11.1%	94
		<b><i>answered question</i></b>	<b>846</b>
		<b><i>skipped question</i></b>	<b>2,134</b>

<b>14. Are you looking to hire any additional permanent or contract information security staff in the coming year?</b>			
		<b>Response Percent</b>	<b>Response Count</b>
Yes - Permanent employees only		23.5%	199
Yes - Contract employees only		9.0%	76
Yes - Both permanent and contract employees		20.8%	176
<b>No</b>		<b>46.8%</b>	<b>397</b>
		<b><i>answered question</i></b>	<b>848</b>
		<b><i>skipped question</i></b>	<b>2,132</b>

15. If yes, how many are you looking to hire?

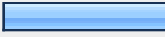
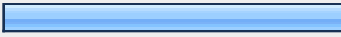

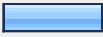
		Response Percent	Response Count
1-2		60.4%	290
3-4		25.2%	121
5-9		7.7%	37
10+		6.7%	32
		<b><i>answered question</i></b>	<b>480</b>
		<b><i>skipped question</i></b>	<b>2,500</b>

16. What specific expertise are you seeking from professionals? Choose all that apply.

		Response Percent	Response Count
Access control systems and methodology		42.9%	310
Applications and system development security		42.2%	305
Administration		17.2%	124
Business planning		10.5%	76
Business continuity and disaster recovery planning		29.1%	210
Certification & accreditation		33.2%	240
Cryptography		16.5%	119
Law, investigations, and ethics		13.9%	100
Forensics		23.5%	170
<b>Operations security</b>		<b>50.7%</b>	<b>366</b>
Policy development		30.7%	222
Physical security		15.8%	114
Security architecture and models		43.1%	311
Security management practices		45.6%	329
Telecommunications and network security		42.4%	306
ISO/IEC 17799 (Code of Practice for Information Security Management)		23.1%	167
Information risk management		46.8%	338
Privacy		20.5%	148
Auditing		31.3%	226
Corporate governance		20.1%	145
Consulting		23.5%	170



	<i>answered question</i>	722
	<i>skipped question</i>	2,258

17. How difficult has it been to find the right candidate(s)?			Response Percent	Response Count
Very difficult			25.0%	189
<b>Somewhat difficult</b>			<b>52.2%</b>	<b>395</b>
Not difficult at all			7.9%	60
Haven't begun the search yet			14.9%	113
	<i>answered question</i>			<b>757</b>
	<i>skipped question</i>			<b>2,223</b>

18. What areas are most challenging in the hiring process?						
	Not challenging at all	Somewhat challenging	Very challenging	N/A	Rating Average	Response Count
Meeting salary expectations	18.5% (141)	<b>52.2% (397)</b>	22.7% (173)	6.6% (50)	2.05	761
Reviewing the number of applications received for the position	<b>38.6% (291)</b>	<b>38.6% (291)</b>	14.1% (106)	8.6% (65)	1.73	753
Finding the candidate with the right skills	3.4% (26)	37.9% (287)	<b>54.8% (415)</b>	3.8% (29)	2.53	757
Finding the candidate with the right amount of experience	4.8% (36)	43.9% (332)	<b>46.8% (354)</b>	4.6% (35)	2.44	757
Finding the candidate with the right certification(s)	23.2% (175)	<b>46.6% (352)</b>	19.6% (148)	10.6% (80)	1.96	755
Finding a candidate willing to withstand the lengthy hiring process	34.4% (259)	<b>37.4% (282)</b>	16.7% (126)	11.5% (87)	1.80	754
Finding a candidate who's willing to commit long-term	33.6% (253)	<b>38.1% (287)</b>	20.4% (154)	8.0% (60)	1.86	754
Finding a candidate in my geographical area	33.5% (253)	<b>37.7% (285)</b>	21.2% (160)	7.7% (58)	1.87	756
Finding a candidate in my sector	34.0% (256)	<b>39.2% (295)</b>	15.3% (115)	11.6% (87)	1.79	753
				Other (please specify)		31
				<b>answered question</b>		<b>763</b>
				<b>skipped question</b>		<b>2,217</b>