MEDITOLOGY SERVICES

CYBERSECURITY TALENT SUPPLY & DEMAND:

HEALTHCARE HIRING GUIDE

Cyber talent constraints are jeopardizing critical cybersecurity initiatives for healthcare organizations as attacks ratchet up from cyber criminals and nation states.

New data from CyberSeek[1] has shed light on the extent and scale of cybersecurity talent supply shortages.

CYBER TALENT SHORTAGES QUANTIFIED

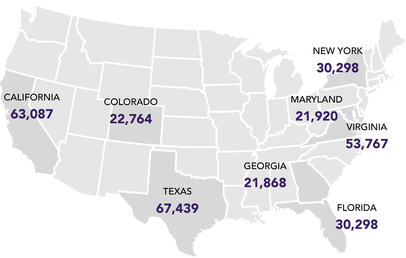
1,053,468
Total employed cybersecurity workforce

597,767
Total cybersecurity job openings

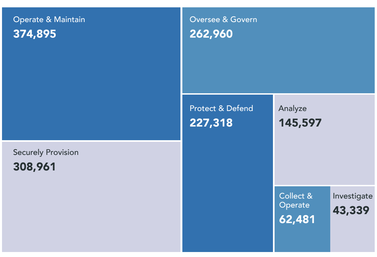


68%
National average of supply/demand ratio for cybersecurity roles

TOP GEOGRAPHIES WITH CYBERSECURITY JOB OPENINGS

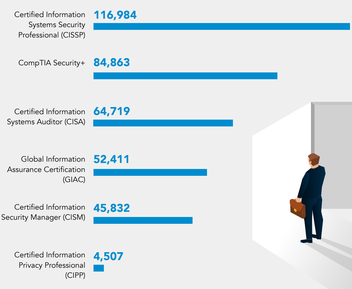


JOB OPENINGS BY CYBERSECURITY WORKFORCE FRAMEWORK CATEGORY



[1] cyberseek.org/heatmap.html

TOP CERTIFICATIONS REQUESTED IN CYBER JOB OPENINGS

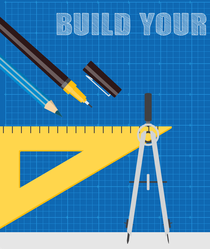




GRASS ROOTS: HIRE & GROW YOUR TEAM

Meditology has compiled the following recommendations from leading healthcare organizations for effectively recruiting and retaining highly-valued cybersecurity and privacy personnel.

- Hire entry-level staff members early in their careers and train them for your organization's specific needs
- Pair up new hires with experienced mentors and trainers
- Develop formalized training and mentoring programs
- Invest in coaching and mentoring programs with frequent feedback cycles
- Expect and plan for attrition and turnover over time, however, as team members gain skills that are highly sought-after in the market



BUILD YOUR CYBER BRAND

- ✔ Set the culture and identity of the department
- ✔ Open a well-communicated growth path and career plan for team members
- ✔ Deliver high-value training programs and tie-back content to the overall mission and purpose of the organization
- ✔ Partner with Human Resources and Marketing to establish a personal "brand" for your department

FIND EXPERIENCED TALENT

Look
Look for talent internally in the organization that can be transitioned and trained in your program (e.g. IT resources, business analysts, biomed.

Explore
Explore managed services for critical functions such as vendor risk management and security operations and monitoring.

Partner
Partner with a qualified firm to provide on-demand resources in a staff augmentation model.

Meditology provides the following talent on a contract-to-hire, part-time, or full-time basis:

- Virtual CISOs and CPOs
- Security & Privacy Management, Analysts, & Auditors
- Technical Writers
- Medical Device Security Experts
- Penetration Testers
- Project Managers
- Recruiting & Hiring Services

Meditology is a top-ranked healthcare security and privacy firm servicing healthcare entities of all shapes and sizes. Meditology also serves as the HIPAA expert witness firm for OCR and supports hundreds of healthcare entities coast-to-coast for the security, privacy, and compliance programs.

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