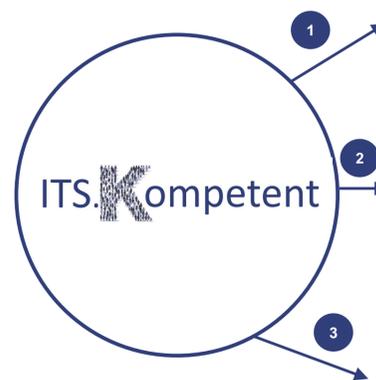


### MOTIVATION

- Lack of IT security skills (ITS) among employees
- Lack of transparency regarding ITS qualification needs
- Missing specific ITS training measures
- Challenge of proper evaluation & selection of IT security measures



### RESEARCH QUESTIONS



**What** ITS competencies are needed for which employees ?

**What** are the job-specific and company-wide ITS qualification needs ?

**How** can the need be met cost-effectively with existing offerings ?

### KEY FACTS

**Methods:** Competence Measurement, Matching Methods, Data Collection, Field Studies, Web Platform Architecture Development

**Time Frame:** 2021 - 2024

**Project Volume:** 1,009 Mio. EUR

### PROJECT APPROACH

A structured approach to identify, measure, and develop task specific information security competencies of employees

**1 Defining** ITS requirement profiles

- Derive job-specific ITS requirement profiles based on existing standard profiles and functional competence facets
- Determine the scope of investigation for step 2 (departments, staff)

**2 Measure** individual ITS competence profiles

- Assignment of ITS requirement profiles to employees
- Provision of situated and individualized competence tests
- Psychometric determination of individual ITS competence profiles

**3 Matching** requirements and competencies

- Deviation analyses between ITS requirement and competence profiles
- Determination of individual ITS qualification needs
- Aggregated test evaluations to identify company-wide or department-specific competence gaps

**4 Matching** demand and training offer

- Comparison of the content of identified qualification needs with commercial and cost-free training offers
- Provision of a comprehensive benchmark and derivation of a risk analysis