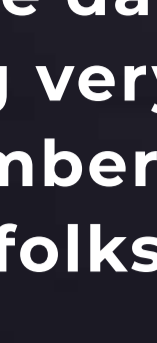


# IT'S TIME TO START THINKING INSIDE THE BOX

Hiring vs. training: which one should you go for? You'd think that finding an AppSec expert to hire is better for your team, right?



But the data says something very different. These numbers don't lie, folks.



## SECURITY TRAINING SCALES LIKE NOTHING ELSE

When you hire an expert, that's just one person. But training is a team-wide activity.



**22%**

Faster product rollouts

**10%**

Increase in productivity

**3x**

More likely to meet team objectives

[with teams that received 40 hours of training per member<sup>1</sup>]

Well-trained, high-skill teams are **more capable** and **more motivated** to focus on value-added activities like<sup>2</sup>



PLANNING



REFINING PROCESSES



IMPROVING INFRASTRUCTURE

Different team members can train in whatever domain they require for the project. You're building skill **not just vertically, but horizontally.**

## HIRING NEW HAS ALL KINDS OF HIDDEN COSTS

Even when hiring just one person, there's a whole bunch of hidden expenses you might never have thought about. And those really add up.

**150%**

EXPERT

**100%**

PROFESSIONAL

**75%**

SKILLED

Cost of replacing a professional as a percentage of their annual salary<sup>3</sup>

That's as much as

**\$67,500 - \$135,000**

For just **ONE** well-qualified AppSec professional.

These are the costs you're realistically looking at:

- 01 RECRUITMENT**  
Recruitment services charge **between 15-25%** of the employee's first year salary<sup>4</sup>
- 02 BACKGROUND CHECKS**  
Every candidate needs a full background check for criminal and civil records
- 03 ONBOARDING**  
A proper onboarding can take **up to 26 weeks**, costing other employees' time and productivity<sup>5</sup>
- 04 PRODUCTIVITY COST**  
A new hire won't be functioning at full potential until **8-12 months** after being<sup>6</sup>
- 05 TIME**  
It can upwards of **65 hours** to review, interview, and hire a single employee

## EMPLOYEES NOTICE WHEN YOU MAKE THE EFFORT

Managers worry that investing in training will make employees want to seek out better opportunities at another company. But the reality is just the opposite.



**42%**

Employee retention is **42%** higher when they receive the training they need<sup>1</sup>.

**80%**

**75-80%** of managers believe training is critical to project success and meeting deadlines.

**\$1,500**

Companies that invest **\$1,500** on training per employee can see an average of **24%** more profit than companies that invest less<sup>7</sup>.



Employees that feel valued are more happy. And happy employees tend to stick around.

## SECURITY TRAINING IS A LONG-TERM, LOW-COST SOLUTION

When it comes to hiring, you're gambling on the abilities of the new guy. With training, **security upskilling is guaranteed**, and you waste zero time preparing someone for a new project.

**AppSecEngineer offers some of the most advanced and intuitive security training programs you've ever seen. With over 40 courses, every team member can skill up in their domain of choice.**



Supercharge your security program with hands-on AppSec learning.

Learn more at

[AppSecEngineer.com](https://AppSecEngineer.com)

### SOURCES

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