

How to Generate a 4,100% ROI Without Breaking a Sweat

Cutting the cost of recruiting and developing emerging Cybersecurity talent.

Investment and ROI

iQ4 and the Cybersecurity Workforce Alliance (CWA) is designed by industry members to better align education's supply to industry's need for entry level Cybersecurity talent. The CWA engagement model accelerates project based real-world scenario applied learning while students are in University; cutting the post hire training and development time and cost equal to 3-months in employment. The CWA process also helps ensure a hiring decision that is a "good fit". Note that a "bad fit" hire typically costs 6 times that of a good one. (Credit Suisse's William Wolfe stated, "Bad hires are costing \$75-100 million a year"). Also, CWA member employers advise iQ4 that their first year attrition rate is 25-30% or more.

Global HR Executives Viewpoint on the Cybersecurity Workforce Alliance (CWA) value. Profile: 180,000+ employees, hiring 15,000+ plus graduates/apprentices a year. First year emerging talent attrition rate of 25-30% causing a retention and replacement cost/issue. (¹Attribution to name and company withheld due to corp. policy)

"..So, as a HR Executive, why would I want to be a part of this program?"

- 1) *A training program which is run in a way that is likely to be more successful than a regular classroom or online course. It is also a very extended interview. I get to see my candidates learn and develop. This gives me a great insight into who they are and how they are likely to perform in my company. It also gives me a great opportunity to build a relationship which will reduce the rejection rate.*
- 2) *I have access to talent which is more 'work ready'. If I do not have to do any more training when they join, I have shortened their onboarding time considerably and reduced the potential failure rate (the point about the cost of bad hires is very true).*
- 3) *I have a lot of information about my candidates as a living resume / skills database.*

The CWA is a global community on the iQ4 Workforce Optimization and Skills Development Platform, which is virtual and scalable. *The proven CWA operating model saves time and expense; accelerating new hire time to productivity and return \$41 for every \$1 dollar invested in the program.* Note: U.K. model yet to be developed.

		\$Cost Savings – IQ4-CWA vs Traditional Methods					ROI
Hires	Investment	A Recruiting	B Training	A+ B= Productivity	Retention/ Replacement	Total	
1	5,000	-	75,000	75,000	40,658	115,658	22.1x
8	22,500	17,500	600,000	617,500	328,218	945,718	41.0x
100	282,500	217,500	7,500,000	7,171,500	4,102,508	11,820,008	40.8x
1,000	2,812,500	2,187,500	75,000,000	77,187,500	41,027,188	118,214,688	41.0x

- Class Cost - \$2,500 per student per 10-12 week class (cost sources: School -\$1,000; iQ4-CWA \$1,500)
- Mentor Cost – \$2,500/class, est. up to 2 hours/week for 12 weeks, est \$200,000 salary with on-costs
- Post Hire Training – reduce training 25% (savings based on 3 months @ \$25/mth= \$75k total)
- Recruiting – reduced because the courses creates a prolonged interview where candidates are identified and cultivated to be more workforce ready minimizing traditional HR processing costs.
- Retention improved from assuring "good fit" hiring thus reducing Replacement cost.
- Retention improvement – from assuring "good fit" hiring and from employee engagement from training.

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