



It is time to start thinking inside the box



Hiring vs. training:
Which one should
I 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 member¹

Well trained, high skill teams are **more capable** and **more motivated** to focus on value-added activities like²:



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.



Cost of replacing a professional as a percentage of their annual salary³

That's as much as

\$67,500 - \$135,000

**Excluding salary!*

For just ONE well-qualified AppSec professional.



These are the costs you're realistically looking at:



Recruitment

Recruitment services charge between 15-25% of the employee's first year salary⁴



Background check

Every candidate needs a full background check for criminal and civil records.



Onboarding

A proper onboarding can take up to 25 weeks, costing other employees' time and productivity⁵



Productivity cost

A new hire won't be functioning at full potential until 8-12 months after being⁶



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 need¹.

\$1500

Companies that invest \$1500 on training per employee can see an average of 24% more profit companies that invest less⁷.

80%

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



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



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](#)

Sources

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- 5) MIT Slogan Management Review: getting New Hires Up to Speed Quickly
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