



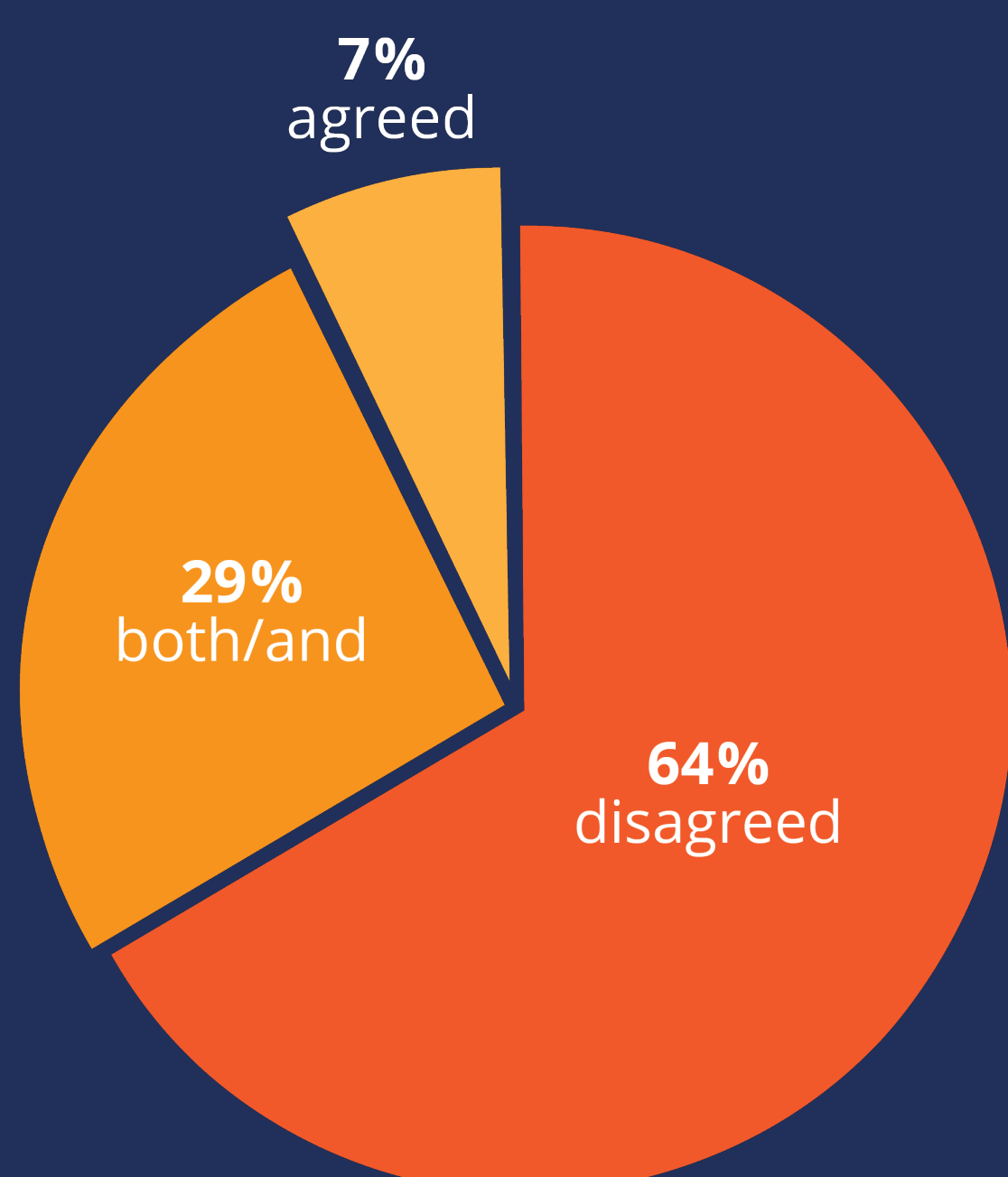
# “Cybersecurity training does not work!”

Human vulnerabilities are considered one of the biggest weaknesses in cybersecurity and employees are increasingly being exploited by cybercriminals as a gateway to business assets [1,2,3].

Establishing security measures is an important part of how businesses manage security risks and threats. A widely used measure to counter this is security training and a large number of businesses regularly conduct such training for their employees [4,5]. Yet we see an increase in the number of attacks, despite employees undergoing security training and education in the workplace to increase security awareness [6]. This may indicate that cybersecurity training does not work as intended.

1. NSM, (2024). *Risiko 2024*. Nasjonal Sikkerhetsmyndighet. <https://nsm.no/regelverk-og-hjelp/rapporter/risiko-2024>, 2. Zimmermann, V., Schöni, L., Schaltegger, T., Ambuehl, B., Knieps, M. & Ebert, N. (2024). Human-Centered Cybersecurity Revised: From Enemies to Partners. *Communications of the ACM*, 67(11), pp. 72–81. <https://doi.org/10.1145/3665665>, 3. Khando, K., Gao, S., Islam, S. M. & Salman, A. (2021). Enhancing Employee's Information Security Awareness in Private and Public Organisations: A systematic literature review. *Computers & Security*, 106(2021). <https://doi.org/10.1016/j.cose.2021.102267>, 4. NSR, (2025). *Møketallsundersøkelsen 2024*. Næringslivets Sikkerhetsråd. <https://www.nsr-org.no/aktuelt/møketallsundersøkelsen-2024>, 5. Reeves, A., Calic, D. & Delfabbro, P. (2023). “Generic and unusable”: Understanding Employee Perceptions of Cybersecurity Training and measuring Advice Fatigue. *Computers & Security*, 128(2023). <https://doi.org/10.1016/j.cose.2023.103137>, 6. NSM, (2025). *Risiko 2025*. Nasjonal Sikkerhetsmyndighet. <https://nsm.no/regelverk-og-hjelp/rapporter/risiko-2025>

- Conducted interviews with employees\* from two large Norwegian companies:



\*14 employees were interviewed, observed, took part in a survey, and an exercise as part of the study.

- Employees at the same time reported possible violations/deviations of measures and training:

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*Take this about locking your computer, which is actually so obvious, but it's kind of like, you know the people around you so well, so maybe if you were just going to get a cup of coffee right next door, you wouldn't have locked your computer.*

- Participant

- Therefore, my claim is: Cybersecurity training does not work!

**Do you agree or disagree?**



QR-code will take you to a short anonymous survey in Nettskjema.