Mind the Gap: Strategies to Close Cybersecurity Workforce and Opportunity Gaps

Dr. Sharon Jumper

Sharon.jumper@cdwg.com

Agenda

Shortages in cybersecurity workforce

Strategies for educators, employers, and job-seekers to mitigate

QR Links to resources

Cybersecurity Crisis By The Numbers

$6 Trillion in losses worldwide from cybersecurity breaches in 2021

Organizations, governments, and individuals in the U.S. are the victims of approximately 50% of all cyberattacks worldwide
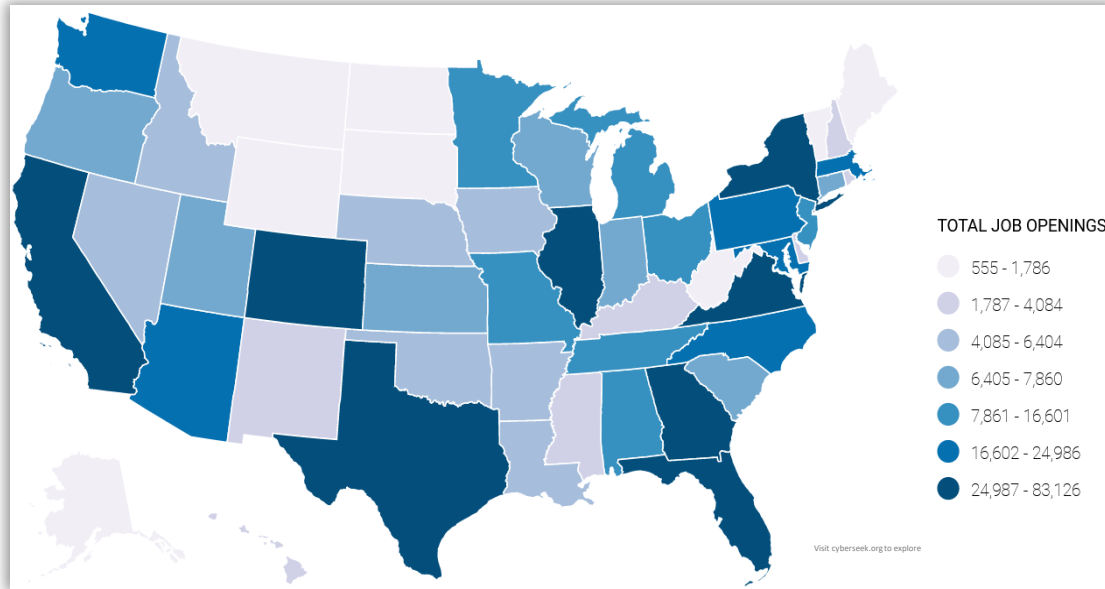
Over 700,000 cybersecurity jobs in the U.S. are unfilled

Top 7 Workforce Gaps By Job Role

Per the CyberEdge Group's *2022 Cyberthreat Defense Report*:

1. IT Security Administrator
2. IT Security Analyst/Incident Responder
3. IT Security Security Architect/Engineer
4. IT Security Compliance Auditor
5. Application Security Tester
6. DevSec Ops Engineer
7. Risk/Fraund Analyst

Understaffing in Cybersecurity is a Persistent Problem

TOTAL JOB OPENINGS

- 555 - 1,786
- 1,787 - 4,084
- 4,085 - 6,404
- 6,405 - 7,860
- 7,861 - 16,601
- 16,602 - 24,986
- 24,987 - 83,126

Visit cyberseek.org to explore

41
Average # of days to fill an IT role

120
Average # of days to fill a cyber role

714,548
Total Cyber Job Openings
May 2021 – April 2022

66%
Supply/Demand Ratio

What Can We Do to Mitigate?

Education Institutions & Training Providers

Workforce Skills

Soft Skills

Industry Partnerships

Employers

Recruit for Talent

Reduce Screening Out

Diverse Recruitment

Job Seekers

Optimize LinkedIn Profile

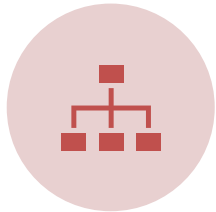Well-crafted Resume

Successful Networking

Education Institutions & Training Providers

Seek input from industry advisory boards or partnerships

Align curriculum with workforce needs

Integrate project-based learning with portfolio-ready deliverables

Consider alternative credentials and industry certifications

Employers

"Grow your own timber"

Make continuing education and advanced certifications readily available

Work with HR to reduce hiring timelines

Hire for talent and potential, not just degrees and certifications

Consider internships and apprenticeships

Job Seekers

Error-free resume + keyword-rich + ATS-friendly

Optimized LinkedIn profile

Get experience & advanced skills

Network

Most Highly Sought Specializations

Per the CyberEdge Group's *2022 Cyberthreat Defense Report*:

1. Cloud Security
2. Software Security
3. Security Administration

Online Resources

Scannable QR Codes to Online Resources

Recruiting & Retaining High Performing Cyber Talent

Career Opportunities in Cybersecurity

Any Questions?

THANK YOU