



The Cybersecurity Workforce Deficit

Demand for cybersecurity professionals is outpacing the supply of qualified workers.

The cybersecurity workforce shortfall remains a critical vulnerability for companies and nations.



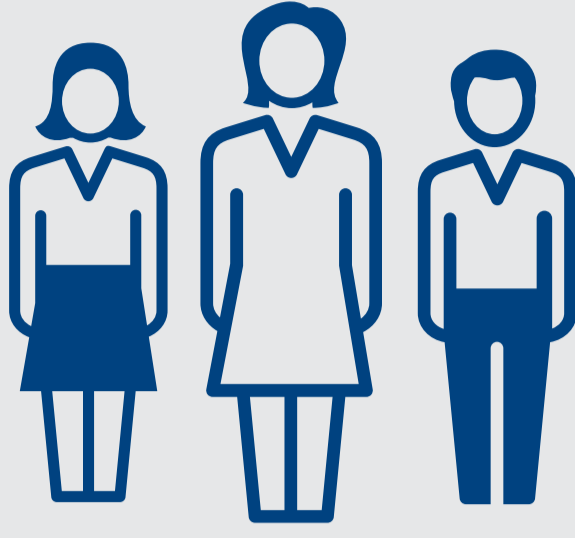
82%
Reported a shortage of cybersecurity skills.



71%
Believe the cybersecurity skills gap has a direct negative effect on their organization.



76%
Believe their government is not investing enough in cybersecurity talent.



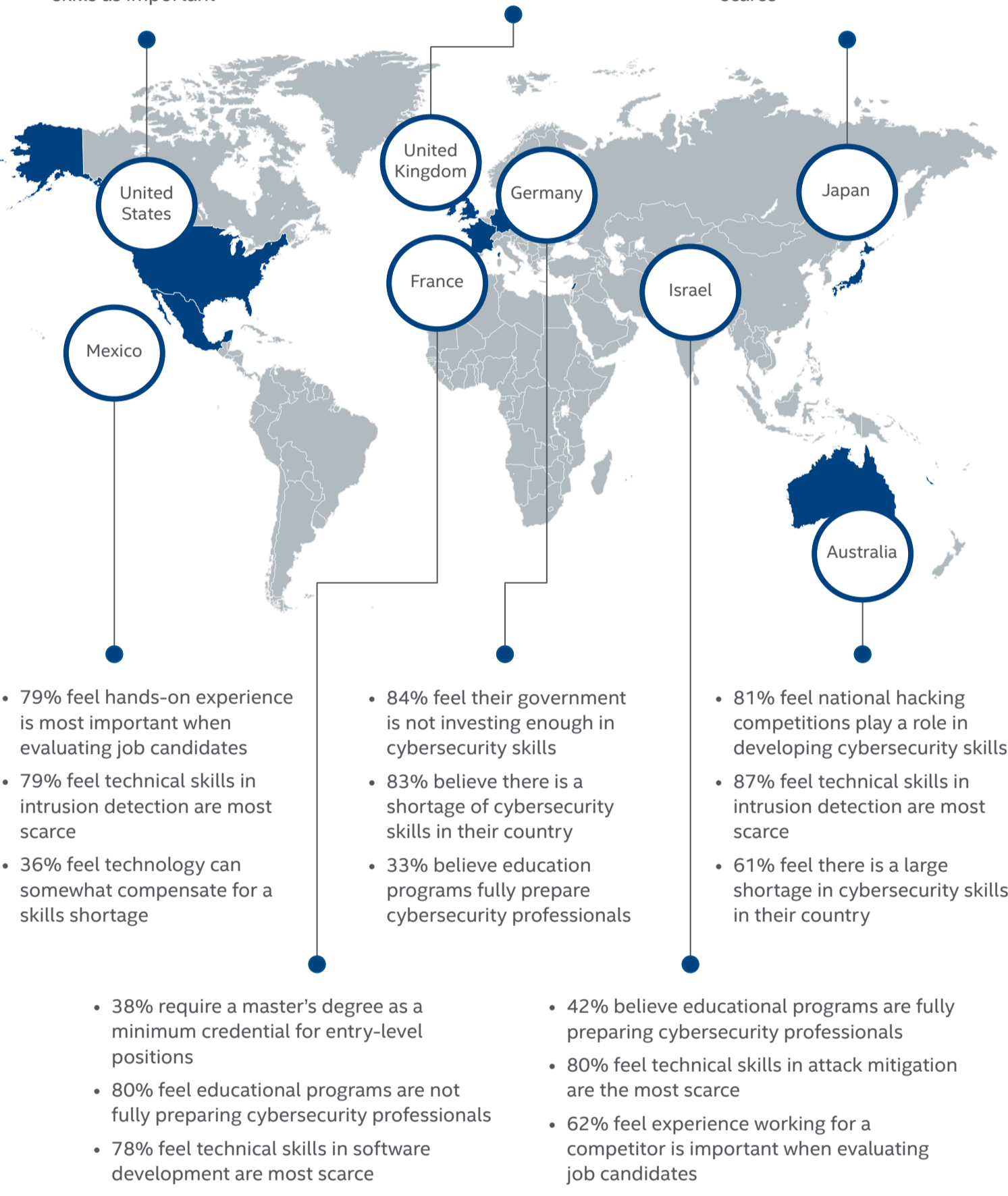
One in three
Say a shortage of skills makes their organizations more desirable hacking targets.



One in four
Say their organizations have lost proprietary data as a result of their cybersecurity skills gap.

Key Global Findings

- 70% require a bachelor's degree as a minimum credential required for entry-level positions
- 75% feel hands-on experience is most important when evaluating job candidates
- 77% feel strongly that board of directors value cybersecurity skills as important
- 14% feel education programs are fully preparing cybersecurity professionals
- 35% feel citizens are not well-informed, but should be in matters of data privacy
- Salary is more important to people in the UK than any other country
- 16% feel education programs are fully preparing cybersecurity professionals
- 55% feel professional certifications are most important when evaluating job candidates
- 75% feel technical skills in attack mitigation are most scarce



What can shape a robust and sustainable pipeline of cybersecurity skills?



Non-traditional academics
Incorporating practical learning into academic programs would better prepare cybersecurity professionals for the real world.



97%
Say their organization's board of directors now views cybersecurity skills as important.



Diversity
Addressing the lack of diversity in cybersecurity could allow employers to tap a much larger pool of talent.



2.7 times
The "premium" pay now being earned by cybersecurity professionals is 2.7 times average professional pay.

How security technology addresses the skills shortage



63%
Work at organizations that outsource at least some cybersecurity work.



9 out of 10
Say that cybersecurity technology could help compensate for skill shortages.



41%
Believe compatibility with pre-existing systems will be important when adopting new technologies.



55%
Believe cybersecurity solutions will be able to meet the majority of their organization's needs within five years.

Countries and companies must work quickly to address **much-needed cybersecurity workforce development.**

Visit www.mcafee.com/skillsshortage for the full report.

