

# State of Cybersecurity 2021

## Despite Disruptive Pandemic Year, Cybersecurity Workforce Challenges and Opportunities Remain Consistent

Amidst the COVID-19 pandemic that devastated many industries and career fields, cybersecurity remained relatively unscathed, according to new research from global IT and cybersecurity association ISACA.

But that's not to say everything is rosy. More than 3,600 cybersecurity leaders report consistent challenges finding qualified, well-rounded candidates—and understaffed teams remain strongly correlated to an increasing number of cyberattacks. Despite years of effort by government, industry and academia, and major financial investment to develop a stronger pipeline of cybersecurity candidates, little has changed.

Although cybersecurity jobs are in high demand, few organizations offer entry-level opportunities, limiting entry points into the field. How can we, once and for all, begin making a significant impact to the ongoing skills gap? Visit [www.isaca.org/state-of-cybersecurity-2021](http://www.isaca.org/state-of-cybersecurity-2021) for analysis and expert insights.



### CYBERSECURITY CONTINUES TO BE UNDERSTAFFED—Which Correlates to More Cyberattacks



### Hiring Managers Struggle to Find Qualified Candidates



#### TOP 5 WAYS

#### Hiring Managers Determine Whether a Candidate is Qualified



### Technical Skills Top List of Demand

Technical cybersecurity positions remain the top vacancy.



#### WANTED:

#### Well-rounded Candidates

While technical skills remain in significant demand, employers are seeking well-rounded candidates with solid soft skills—but finding them is a challenge.

#### BIGGEST SKILLS GAPS:

- 1 56%** Soft skills
- 2 36%** Security controls
- 3 33%** Software development
- 4 31%** Data-related topics
- 4 31%** Coding skills

#### HOW ORGANIZATIONS ARE ADDRESSING THEM:

- 1** Training non-security staff who are interested in moving to security roles (43%)
- 2** Increasing usage of contract employees or outside consultants (37%)
- 3** Increasing use of reskilling programs (23%)
- 4** Increasing use of performance-based training to build hands-on skill (22%)
- 4** Increasing reliance on AI/automation (22%)

#### SOME GOOD NEWS:

#### Hiring Times Are Improving

