State of Cybersecurity 2020

Persistent Hiring Challenges and Retention Issues Demand New Talent Pipelines

New global research from ISACA shows little progress—and, in some cases, worse results—when it comes to cybersecurity hiring and retention.

Cybersecurity Hiring Challenges Show No Improvement

- 62% say their organization's cybersecurity team is understaffed
- 57% say they cannot retain cybersecurity professionals on their team
- 32% say it takes more than six months to fill an open cybersecurity position with a qualified candidate
- 70% say less than half of cybersecurity applicants are well qualified
- 72% of cybersecurity professionals believe their HR department does not regularly understand the needs of the business

The Top Three Most Important Factors in Determining if a Cybersecurity Candidate is Qualified are:

- Hands-on training
- Credentials
- Hands-on cybersecurity experience

Retention Concerns Increase

- 59% say it's difficult to retain cybersecurity talent (an increase from last year)

Skills Gaps Persist

- 32% say recent university graduates in cybersecurity are well-prepared for the cybersecurity challenges they'll face
- 78% say demand for technical cybersecurity professionals will increase over the next 12 months

Slight Progress in Gender Diversity Initiatives

- 64% of respondents say men and women are offered equal opportunities for career advancement at their organization
- 81% indicate some progress toward increasing the number of women in cybersecurity roles
- 61% of cybersecurity teams still have significantly more men than women

How Can Organizations Take Action Now?

- Invest in existing employees through both financial incentives and training
- Offer a pipeline to cybersecurity positions for currentnon-cyber employees
- Look to unconventional recruiting, such as apprenticeships, government programs, or hosting a cybersecurity competition
- Waive university degree requirements in recognition of the nontraditional paths to cybersecurity careers

Hands-on Training 81%

Credentials 89%

Hands-on cybersecurity experience 95%

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