



CYBER|IRELAND
IRELAND'S CYBER SECURITY CLUSTER

Cyber Security Skills Report 2021

Key Findings & Recommendations

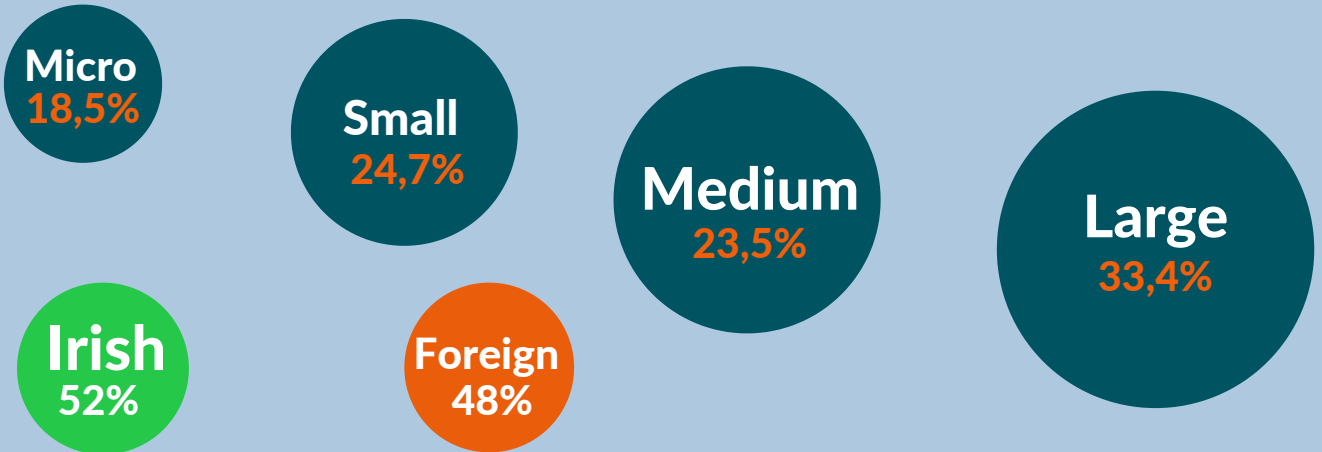
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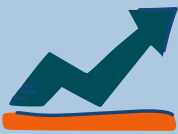


Respondents: 81 Companies



Key Findings

A GROWTH SECTOR



62%

of the companies will hire in 2021



46%

of security teams are **understaffed** or significantly understaffed.



SKILLS SHORTAGES

Most in-demand security roles

- SECURITY ENGINEER
- SECURITY ANALYST
- SECURITY CONSULTANT
- SECURITY ARCHITECT

48%

open or **unfilled** cyber security roles



19%

need **six months or more** to fill a cyber security role.



43%

cyber security hires are from **outside of Ireland**



QUALIFICATIONS AND CERTIFICATIONS



The cyber security workforce in Ireland is highly qualified

A general technical degree



Specialist cyber degree

Cyber security master's degree



PhDs



CISSP 62%

Certified Information Systems Security Professional



CompTIA 46%

CompTIA Security Foundation



CISM 42%

Certified Information Security Manager (CISM)



CEH 40%

Certified Ethical Hacker

MOST COMMON CERTIFICATIONS

TRAINING & UPSKILLING SUPPORTS

52%

internal cyber security **training programme**



93%

support **education and certification**



GENDER DIVERSITY



27%

Difficulty in retaining females in their cyber security team

Organisations with **Gender Diversity Programmes** to support women:

17%

Specific to Cyber Security



40%

Broad Diversity Programme

43%

Don't have a programme or don't know





Recommendations

1. Address Skills Shortages:

- a) **Short Term:** Organisations to adopt **Remote Working** practices for staff retention and remote teams.
- b) **Medium Term:** Facilitate **Industry Upskilling** through new short-term courses leveraging **Micro-Credentials** and **Online Learning**.
- c) **Long-Term:** Initiatives to attract **Children, Students and Adults** into cyber security careers.

2. **Cyber Skills Gaps Analysis** to identify current and future needs of industry.

3. **Cyber Security Career Framework** for Europe to standardize roles, competencies and skills.

4. Evaluation of **Organisations' Internal Training Plans** for cyber security skills.

5. Expansion of the **Cyber Security Apprenticeship Programme**

6. Ensure **Graduates Skills** meet industry needs and availability of **Entry-Level Roles**

7. Support the **Attraction, Retention and Advancement of Women** in cyber security