

# The Cybersecurity Workforce Challenge: Is Academically Qualified Faculty Members the Bottleneck?

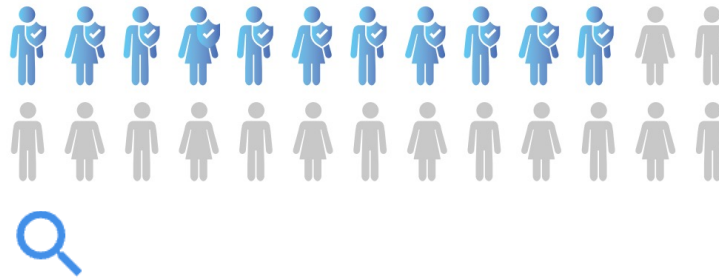
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# Latest statistics on the cybersecurity workforce challenge

## Employer Demand for Cybersecurity Workers Outpaces Supply



From January 2022 through December 2022, there were 194,000 openings for Information Security Analysts, but only 141,000 workers currently employed in those positions – an annual talent shortfall of 53,000 workers for cybersecurity’s largest job.



Source: <https://www.cyberseek.org/>

# Latest statistics on the cybersecurity workforce challenge (Cont).

## Existing cybersecurity workers to job postings



vs. national average across all jobs

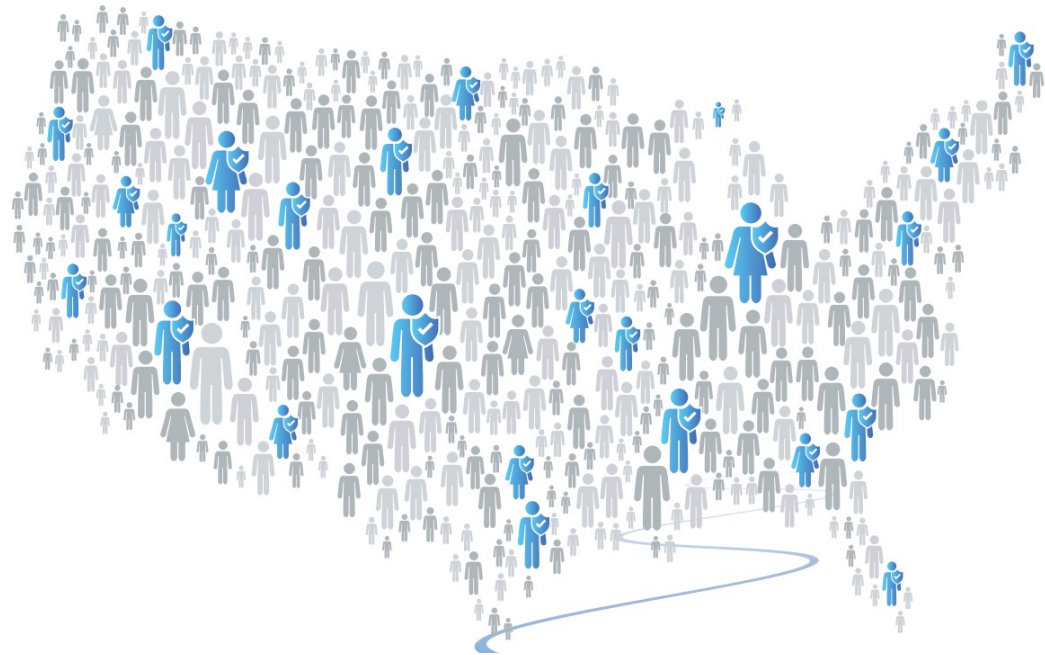


There are 561,743 additional openings requesting cybersecurity-related skills, and employers are struggling to find workers who possess them. On average, cybersecurity roles take 21% longer to fill than other IT jobs.



Latest statistics on the cybersecurity workforce challenge (Cont).

**500,000+ cybersecurity job postings by U.S. employers**

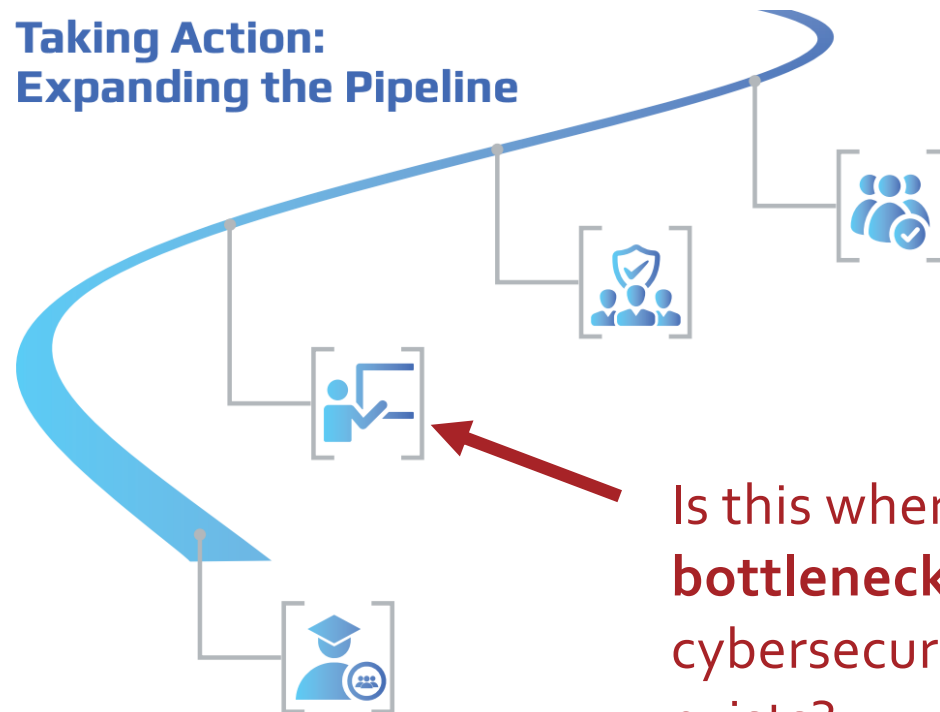


Source: <https://www.cyberseek.org/>

# Latest statistics on the cybersecurity workforce challenge (Cont).



## Taking Action: Expanding the Pipeline



Is this where the **bottleneck** of the cybersecurity pipeline exists?

Source: <https://www.cyberseek.org/>

Let's Play!  
Well...  
actually let's  
get your  
input



Game rules:

- Obtain the bag with the coins
- Submit the **ONLY ONE coin** to Yair for each question
- Give the remaining bag with coins back to Yair at the end

## Question 1:

Has your institution experienced a challenge in recruiting academically qualified cybersecurity faculty members over the past year?

Submit the **ONLY ONE** of the following coins to Yair:

**Red coin = No**

**Green coin = Yes**

**White coin = Undecided or not sure...**



## Question 1:

Has your institution experienced a challenge in recruiting academically qualified cybersecurity faculty members over the past year?

Question 1 Results:

**Red coins = No = \_\_\_\_\_**

**Green coin = Yes = \_\_\_\_\_**

**White coin = Undecided or not sure... = \_\_\_\_\_**



## Question 2:

Does your institution currently have a need for academically qualified cybersecurity faculty member(s)?

Submit the **ONLY ONE** of the following coins to Yair:

**Red coin = No**

**Green coin = Yes**

**White coin = Undecided or not sure...**

## Question 2:

Does your institution currently have a need for academically qualified cybersecurity faculty member(s)?

Question 2 Results:

**Red coins = No = \_\_\_\_\_**

**Green coin = Yes = \_\_\_\_\_**

**White coin = Undecided or not sure... = \_\_\_\_\_**

## Question 3:

Has your institution struggled in retaining academically qualified cybersecurity faculty members over the past few years?

Submit the **ONLY ONE** of the following coins to Yair:

**Red coin = No**

**Green coin = Yes**

**White coin = Undecided or not sure...**

## Question 3:

Has your institution struggled in retaining academically qualified cybersecurity faculty members over the past few years?

Question 3 Results:

**Red coins = No = \_\_\_\_\_**

**Green coin = Yes = \_\_\_\_\_**

**White coin = Undecided or not sure... = \_\_\_\_\_**

## Your voice!

Please tell us about your own story regarding the (challenge???) of recruitment/retaining academically qualified faculty members (both full-time and adjuncts) at their institution.





## CAE CoP-CD



Questions? Comments?  
Thank you for attending!

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<https://www.caecommunity.org/community-of-practice/cyber-defense>