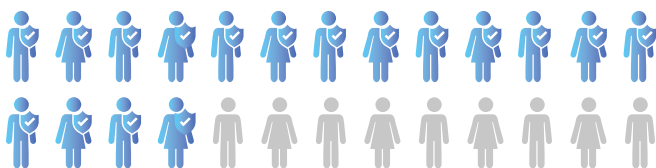# Deciphering the Cybersecurity Job Market

Building the pipeline through informed data-driven approaches
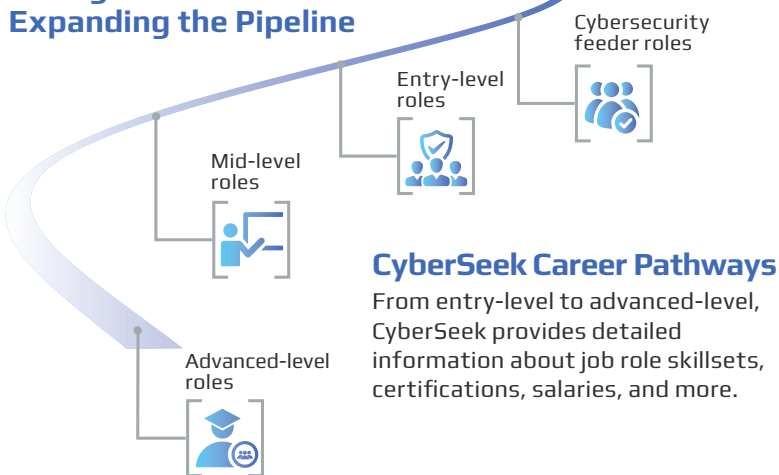
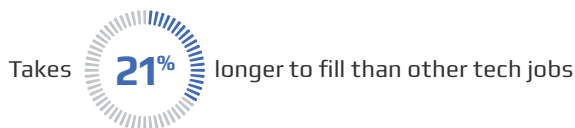## Employer Demand for Cybersecurity Workers Outpaces Supply
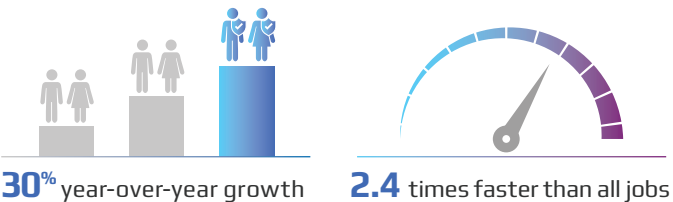
660,000+ Cybersecurity Job Postings By U.S. Employers
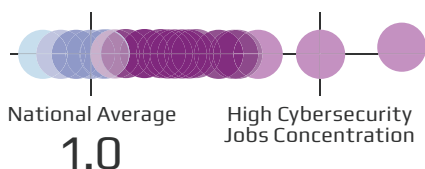
Taking Action: Expanding the Pipeline

Cybersecurity feeder roles

Entry-level roles

Mid-level roles

Advanced-level roles

CyberSeek Career Pathways

From entry-level to advanced-level, CyberSeek provides detailed information about job role skillsets, certifications, salaries, and more.

Cybersecurity Jobs

30% year-over-year growth

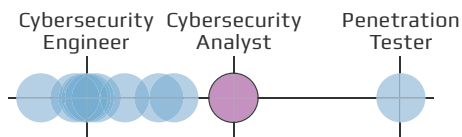**2.4** times faster than all jobs

Takes **21%** longer to fill than other tech jobs

Geographic Concentration

Compare the concentration of cybersecurity job demand across state and metro area locations

National Average **1.0**

High Cybersecurity Jobs Concentration

Top Cybersecurity Job Titles

Compare employer demand for top cybersecurity job titles

Cybersecurity Engineer | Cybersecurity Analyst | Penetration Tester

Job Openings by NICE Framework Work Role Categories

Operate & Maintain **439,981**	Oversee & Govern **266,959**	Protect & Defend **214,131**
Securely Provision **384,607**	Collect & Operate **206,886**	Analyze **132,537**
		Investigate **22,685**

Note: The NICE Framework Work Role Categories are not mutually exclusive — one job could perform multiple roles within the framework. Data shown are not intended to be aggregated.

CyberSeek.org is freely available to users through a public-private partnership.

Deciphering the Cybersecurity Job Market

Building the pipeline through informed data-driven approaches

Cyber Seek™
www.cyberseek.org

Overcoming Data Shortfalls to Quantify the Full Cybersecurity Ecosystem

CyberSeek is a unique tool designed to decode the relationship between job seekers and employers hiring for in-demand cybersecurity skills.

CyberSeek launched in 2016 through a public-private partnership of NICE, Lightcast and CompTIA. Since that time more than 3 million job seekers, employers, educators policymakers and other stakeholders have visited CyberSeek for detailed, actionable data about the cybersecurity job market.

The interactive set of maps, tools, and career pathways aligned to the NICE Workforce Framework for Cybersecurity is an important step towards addressing one of the most critical workforce challenges of our time.

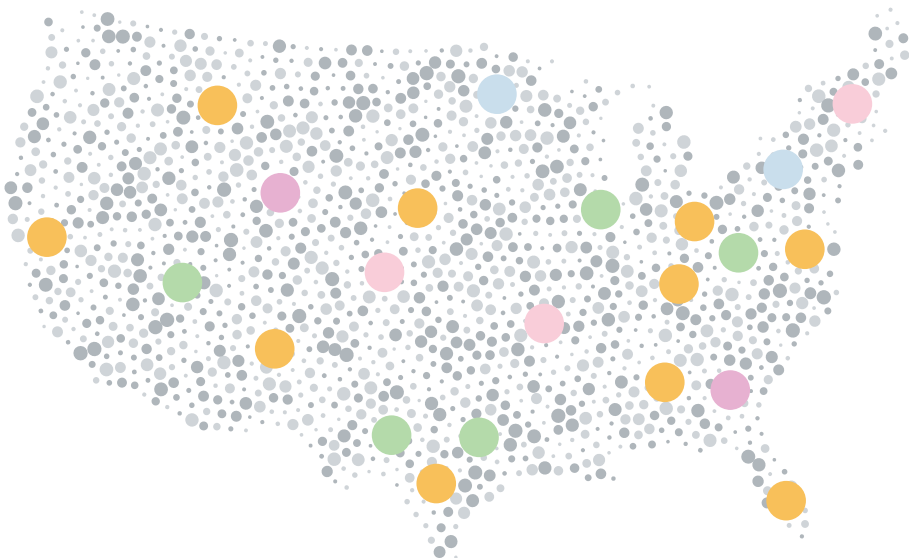Leverage real-time job posting and social profile data

Define cybersecurity workforce in terms of job titles, skills, and credentials required

Map jobs to NICE Workforce Framework for Cybersecurity to create a common language.

CYBERSECURITY EDUCATION AND TRAINING PROVIDERS

www.cyberseek.org/training.html

- Associate degree
- Cybersecurity Career Training
- Bachelor's degree
- Industry-Recognized Certification
- Graduate

NIST | NNICE

About NICE: NICE, led by the National Institute of Standards and Technology (NIST), is a partnership between government, academia, and the private sector focused on cybersecurity education, training, and workforce development.

▶ www.nist.gov/nice

Lightcast

About Lightcast: Lightcast is the world's leading authority on job skills, workforce talent, and labor market dynamics, providing expertise that empowers businesses, education providers, and governments to find the skills and talent they need and enables workers to unlock new career opportunities.

▶ www.lightcast.io

CompTIA

About CompTIA: The Computing Technology Industry Association (CompTIA) is the world's leading information technology (IT) certification and training body. CompTIA is a mission-driven organization committed to unlocking the potential of every student, career changer or professional seeking to start or advance in a technology career.

▶ www.comptia.org