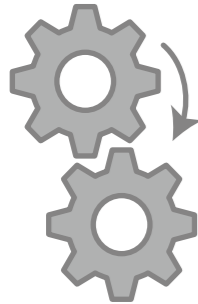


CYBER SECURITY SKILLS GAPS AND SHORTAGES IN THE UK CYBER SECTOR IN 2020

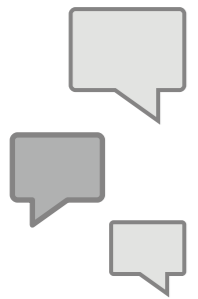
SKILLS GAPS

Skills gaps exist when the individuals working in or applying for cyber roles lack particular skills.



32% have **existing employees** in cyber roles who lack necessary technical skills

59% have had **job applicants** lacking necessary technical skills



28% have **existing employees** in cyber roles who lack communication, leadership or management skills

29% have had **job applicants** lacking communication, leadership or management skills

► These 32% and 59% of cyber sector businesses have technical skills gaps in the following areas:*



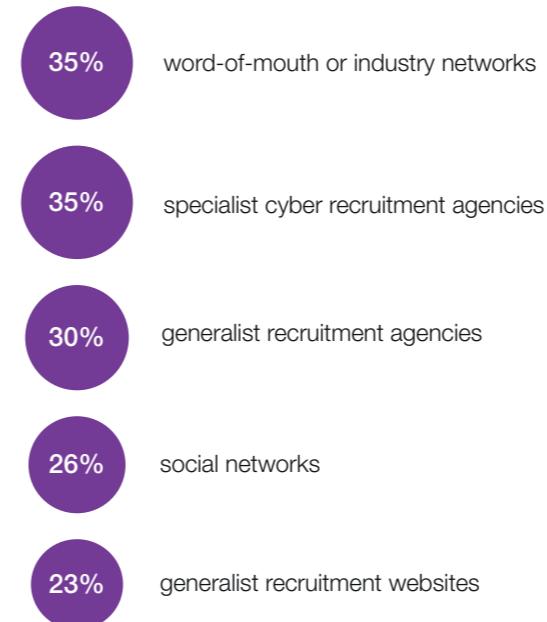
*These areas have longer definitions in the survey, based on the descriptions from the IISP Skills Framework.

RECRUITMENT



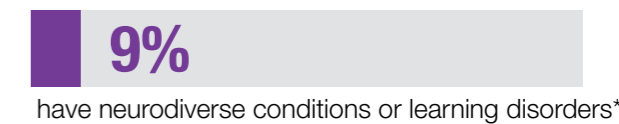
68% have had vacancies in cyber roles within the last three years

Among these 68%, the most common recruitment approaches are:



DIVERSITY IN THE CYBER SECTOR

Across those working in cyber roles in the cyber sector:



*Neurodiverse conditions or learning disorders were defined in our survey as including conditions such as autism, Asperger syndrome, dyslexia, dyspraxia and attention deficit hyperactivity disorder (ADHD).

SKILLS SHORTAGES

Skills shortages exist when there is a **shortfall in the number of skilled individuals** working in or applying for cyber roles.

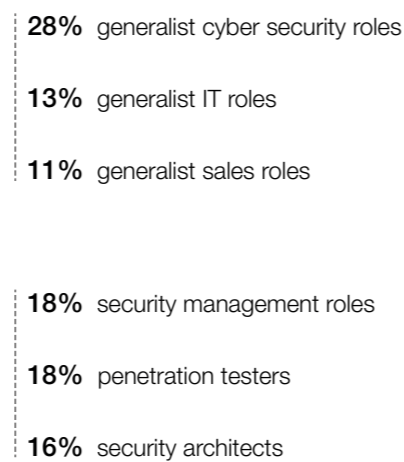


35% of all vacancies for cyber roles in the last three years have been considered "hard-to-fill"

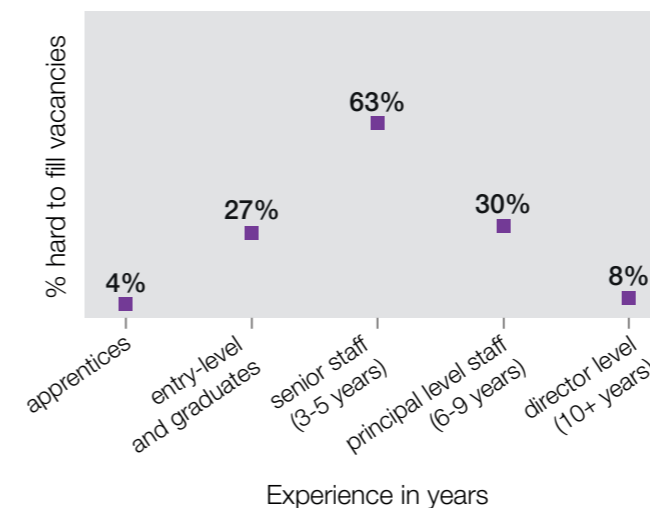


Among the cyber sector businesses that have had hard-to-fill vacancies in the last three years

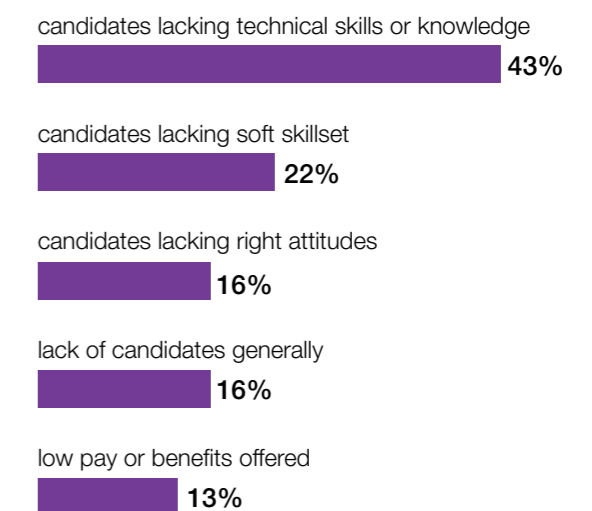
these have most often been **in the following roles:**



these have most often been **at the following levels:**



the most common reasons for these are felt to be:



CYBER SECURITY SKILLS GAPS AND SHORTAGES IN THE UK CYBER SECTOR IN 2020

ABOUT THIS INFOGRAPHIC

The findings in this infographic come mainly from the Understanding the Cyber Security Skills Labour Market 2020 study. This is a mixed-method study that Ipsos MORI has carried out on behalf of the Department for Digital, Culture, Media and Sport (DCMS). The study includes a representative telephone survey of 205 UK businesses in the cyber sector, carried out from 7 August to 4 October 2019.

The rest of the study involves:

- a separate quantitative survey of UK businesses, charities and public sector bodies
- quantitative analysis of cyber security job vacancies
- qualitative research with large businesses, cyber sector firms and cyber security training providers

A [full findings](#) report and technical report have been published on the GOV.UK website. The 2020 study is available at:

<https://www.gov.uk/government/publications/cyber-security-skills-in-the-uk-labour-market-2020>

The survey data for the “Skills gaps” section comes from a separate, comparable survey of cyber sector firms that Ipsos MORI carried out for DCMS earlier in the same year, as part of the Cyber Sectoral Analysis 2020. This was also a representative survey of 262 UK businesses in the cyber sector, carried out from 1 May to 25 June 2019. These businesses could have taken part in both surveys.