



EUROPEAN UNION AGENCY
FOR CYBERSECURITY

UNVEILING ECSF THE ROADMAP AHEAD

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Chair of the AHWG on the ECSF

27 | 09 | 2024





REFLECT ON THE PAST THE START OF THE JOURNEY

LET'S GO BACK TO



THE YEAR

2020

When it all began...

"STUDY THE PAST IF YOU WOULD
DEFINE THE FUTURE."

— CONFUCIUS

2020



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When it all began...

ENISA established the first **ENISA Ad-Hoc Working Group (AHWG) on Skills**, with a clear mandate:

"to create a common European language in the context of cybersecurity skills"

Address the growing skills gap

GOAL

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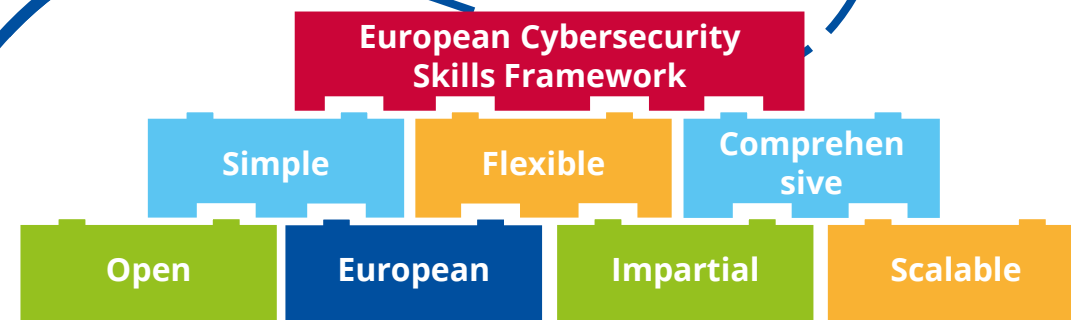
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GOAL

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REFLECT ON THE PAST THE RELEASE OF THE ECSF

MOVING ON TO



THE YEAR
2022

ENISA's first
conference on skills

2022





REFLECT ON THE PAST THE RELEASE OF THE ECSF

MOVING ON TO



THE YEAR
2022

ENISA's first
conference on skills

CYBERSECURITY SKILLS CONFERENCE



The European Cybersecurity Skills Framework will help identifying the profiles of jobs that are the most necessary in the field. It can become an enabler of a common European language on cybersecurity skills and a building block for the Commission's work on a Cybersecurity Skills Academy.

DESPINA SPANOU

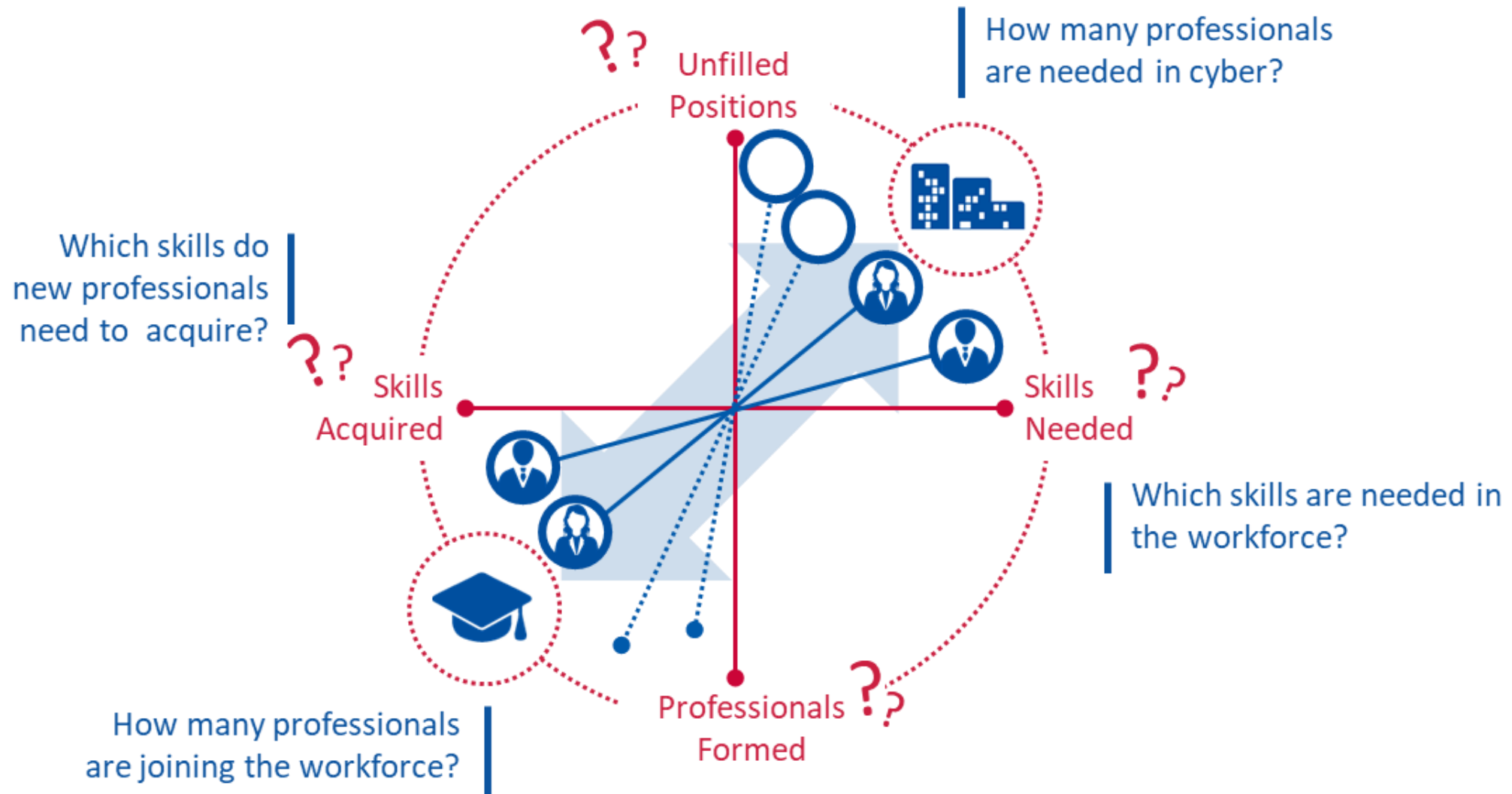
Head of Cabinet for EC Vice-President Margaritis Schinas



2022



REFLECT ON THE PAST THE RELEASE OF THE ECSF





REFLECT ON THE PAST THE EU SKILLS ACADEMY

NOT TOO LONG AGO



APRIL

2023

The **Cybersecurity Skills Academy** was released!

CYBER SKILLS ACADEMY

ECSF acts as **reference framework** of the EU Skills Academy, the European policy proposal aiming to **bridge the cybersecurity talent gap** and boost EU competitiveness, growth and resilience.

APRIL 2023

On the basis of the ECSF, the Academy will:

- define and assess the relevant skills
- monitor the evolution of skill gaps
- provide indications on emerging needs





BENEFIT FOR STAKEHOLDERS

ORGANISATIONS



HUMAN
RESOURCES
DEPARTMENTS



STUDENTS



INDIVIDUALS



EUROPEAN
CYBERSECURITY
SKILLS FRAMEWORK



TRAINING
INSTITUTIONS



REFLECT ON THE PAST GATHERING FEEDBACK ON ECSF IMPACT AND EFFECTIVENESS



APRIL
2024

Gathering feedback!

ENISA initiated a **community-wide consultation** to assess the current level of adoption of the ECSF, **gather users feedback on its impact and effectiveness**

APRIL 2024





REFLECT ON THE PAST... BUT WHERE ARE WE NOW?

BACK TO THE PRESENT



2024

NOW

Let's look at the results from the
consultation





REFLECT ON THE PAST GATHERING FEEDBACK ON ECSF IMPACT AND EFFECTIVENESS

84% of the respondents are **familiar**

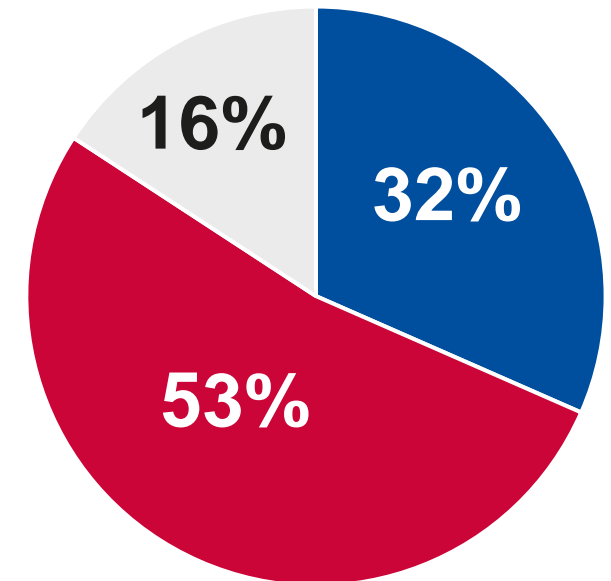
53% somewhat familiar and
32% very familiar

The analysis of the ECSF familiarity by stakeholder type shows that the **most familiar** with the ECSF are:

**business associations (88%),
academic and research institutions (81%),
and businesses (62%)**

FAMILIARITY WITH THE ECSF

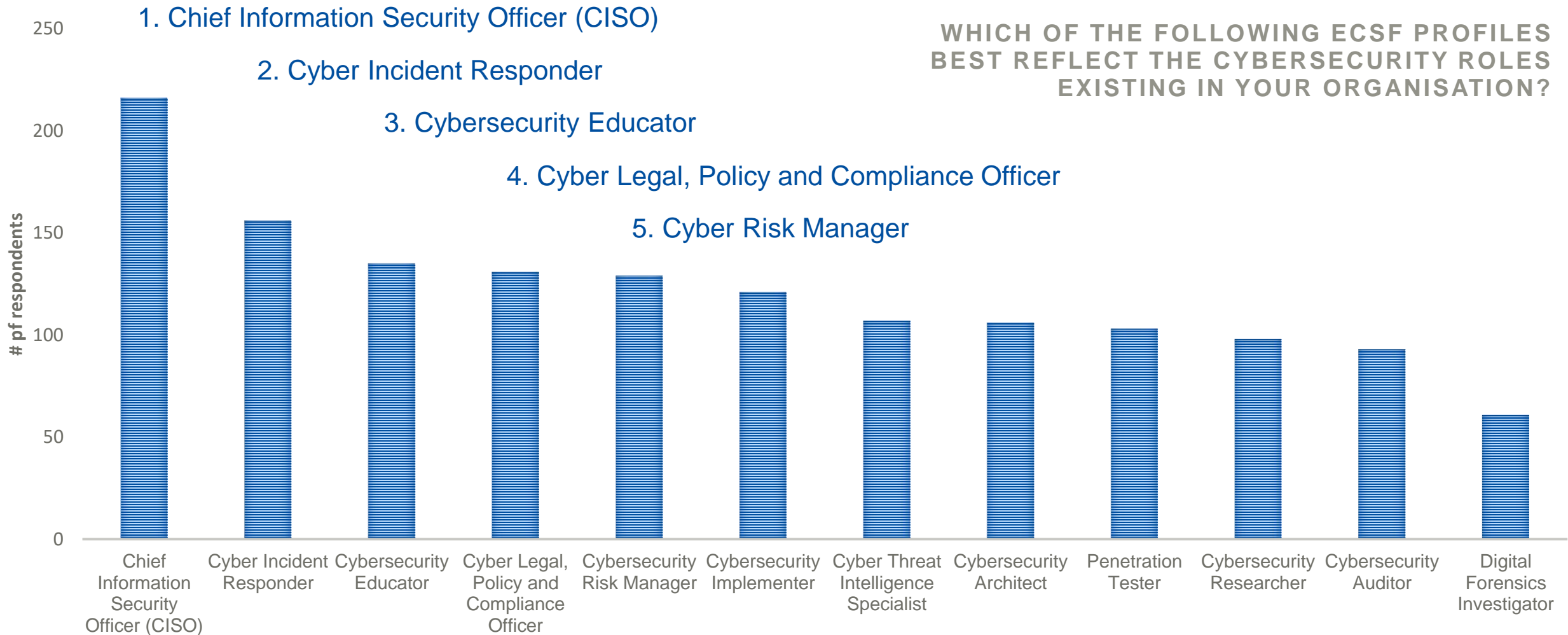
- Very familiar
- Somewhat familiar
- Not familiar





REFLECT ON THE PAST GATHERING FEEDBACK ON ECSF IMPACT AND EFFECTIVENESS

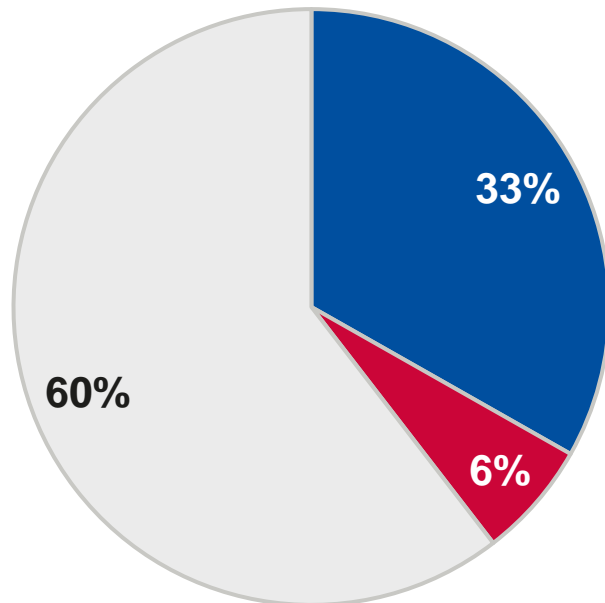
WHICH OF THE FOLLOWING ECSF PROFILES
BEST REFLECT THE CYBERSECURITY ROLES
EXISTING IN YOUR ORGANISATION?





REFLECT ON THE PAST GATHERING FEEDBACK ON ECSF IMPACT AND EFFECTIVENESS

ARE YOU USING OR INTENDING TO USE THE ECSF?



- Yes, I am using it
- No, I have no intention of using the framework.
- I am not using it but intend to do so in the future.

Among the respondents who are somewhat familiar and very familiar with the ECSF **33% are currently using** it and **60% plan to use** it in the future.

The ECSF is mostly used for

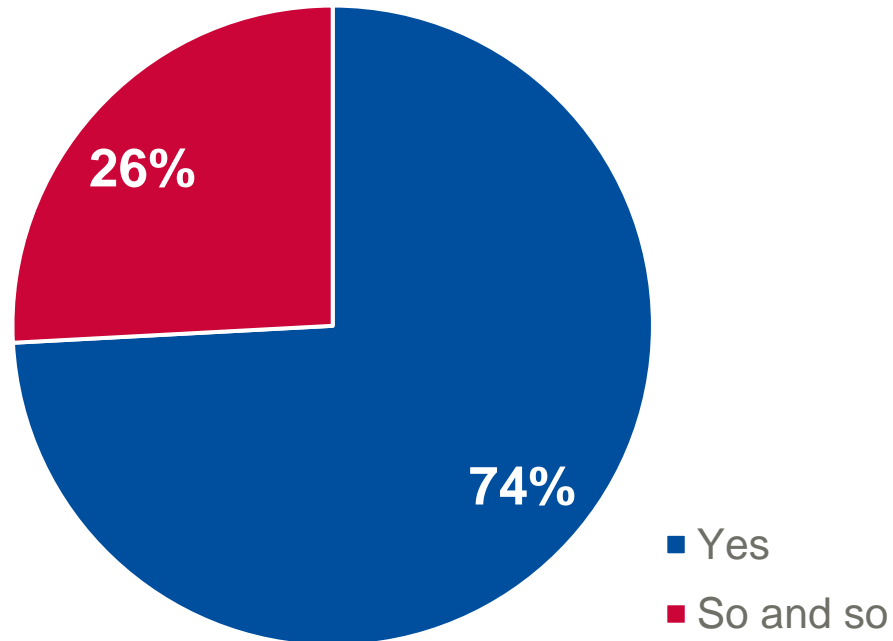
- cybersecurity **workforce planning**
- **supporting learning and development**

**ECSF is mostly used by
Academic Institutions**

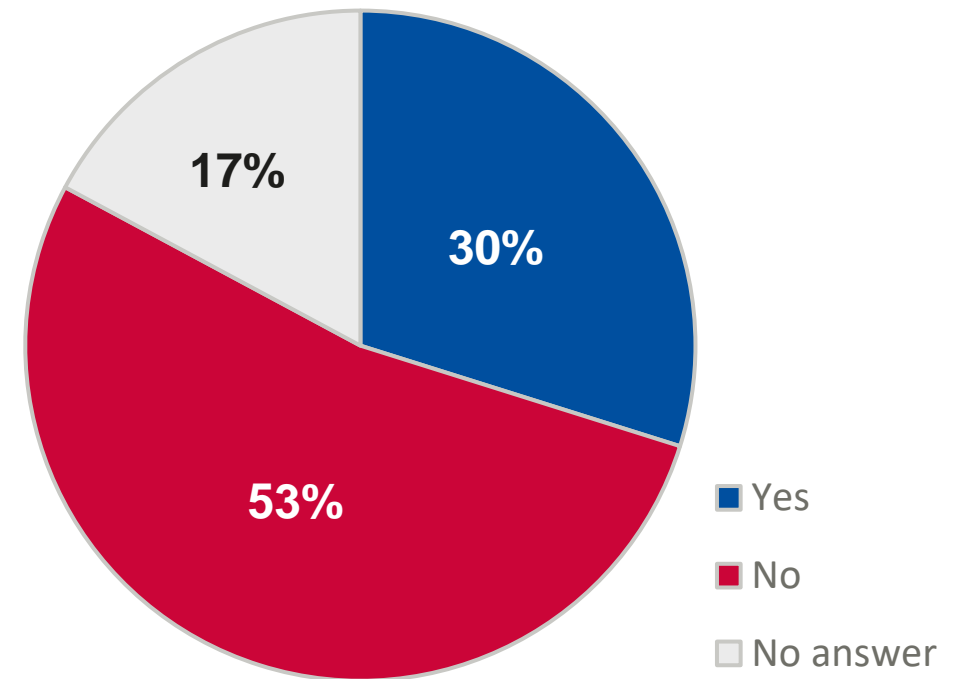


REFLECT ON THE PAST GATHERING FEEDBACK ON ECSF IMPACT AND EFFECTIVENESS

IS THE ECSF SUITABLE
FOR YOUR PURPOSES?



DO YOU BELIEVE THERE ARE SPECIFIC
ASPECTS OF THE ECSF THAT NEED TO BE
FURTHER ENRICHED?





ANALYSING THE FEEDBACK

GENERAL QUALITATIVE FEEDBACK

ECSF is an excellent and **much-needed resource and baseline** for the European market.



ECSF should be **considered and referenced more** in the EU cybersecurity legislative framework.

ECSF is a good **baseline for building and validating a cybersecurity structure** in an organisation.



ECSF **roles and skills** should be **mapped** against the **regulatory framework** (e.g. NIS2, CRA, DORA)



ANALYSING THE FEEDBACK SPECIFIC FEEDBACK



Use Case Development aligned to market and organisational needs:

There is a **demand for practical examples** and **use cases** tailored to **various** contexts, based on the **size** and the **sector** of the **organisation** with customisation of the roles and skills to the specific sector needs.



Awareness-raising activities:

Suggestions include **fostering collaboration** with **sector-specific communities**, organising regular **online sessions** and an **annual event**. They also recommend **promoting the ECSF globally** and exploring **mutual recognition with other frameworks**.



Content Enhancement:

Suggestions include **adding proficiency levels**, and **improving tasks-to-skills connections**, **refining existing roles** and **introducing new ones**.



WHERE ARE WE NOW?

ANY OTHER ACTIONS?

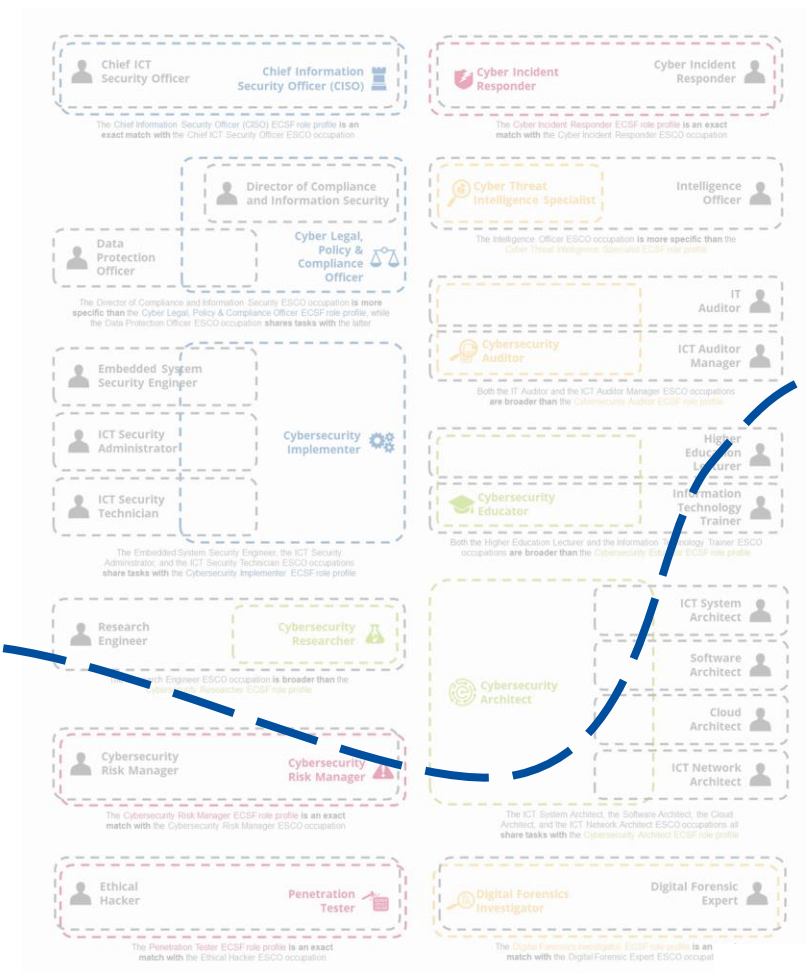


CROSSWALK BETWEEN ESCO AND ECSF

ENISA collaborated closely with the ESCO team to:

- make **several enhancements** to the **ESCO** classification using ECSF
- **define the relationship** between ESCO occupations and ECSF role profiles

NOW





ENVISION THE FUTURE... PLANNING NEXT STEPS

WHAT TO DO NEXT?



**BUILD A STRATEGY TO STRENGTHEN
THE ECSF FURTHER AND ADDRESS
THE EU NEEDS**



Support of all
stakeholders

Skilled workforce
for a resilient single
market

NOW

GOAL





ENVISION THE FUTURE... PLANNING NEXT STEPS



BUILD A STRATEGY TO STRENGTHEN THE ECSF FURTHER AND ADDRESS THE EU NEEDS

Setting Objectives:

1. Establishing the ECSF as a cornerstone in the EU cybersecurity landscape
2. Continued aligning of the ECSF with market needs
3. Supporting the standardization of cybersecurity skills assessment
4. Monitoring and reporting on skill gaps
5. Enhancing communication and stakeholder cooperation

Skilled workforce
for a resilient single
market

GOAL



THANK YOU FOR YOUR
ATTENTION



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