

ISC2™

Your Future. Secured.

Mind the Gap: Cybersecurity Workforce and Skills in the EU

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This is ISC2



Largest nonprofit membership association representing over 765k certified cybersecurity professionals



Work with businesses and governments to build certifications that meet market needs

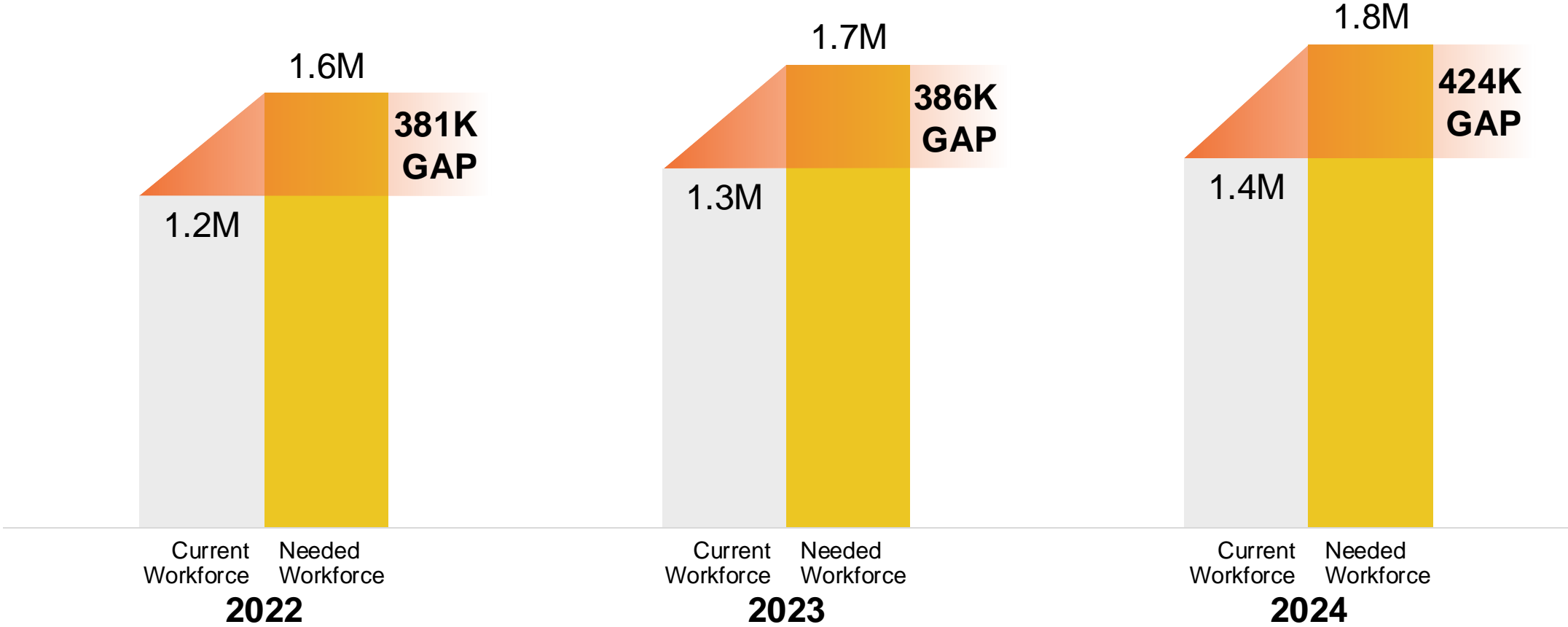


Provider of **lifelong professional security education**



Global advocate for ethics, growth and success of the security profession

Cybersecurity workforce size in the E.U. slowed while gap continues to increase



Source: 2022–2024 ISC2 Cybersecurity Workforce Studies. The ISC2 Cybersecurity Workforce Gap is an estimate of the number of people needed globally to adequately secure organizations. The Workforce Gap is not an estimate of open positions or cybersecurity jobs available.

 In the European Union,

55%

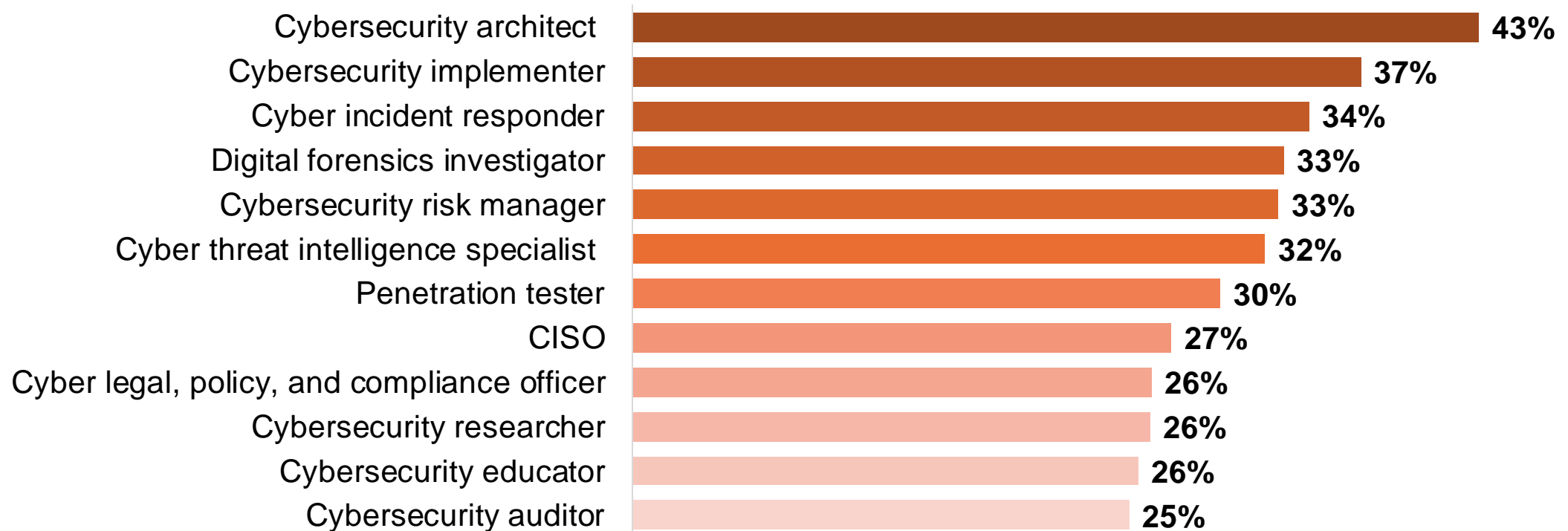
say that staffing shortages put their organizations at significant risk

Source: 2024 ISC2 Cybersecurity Workforce Study.



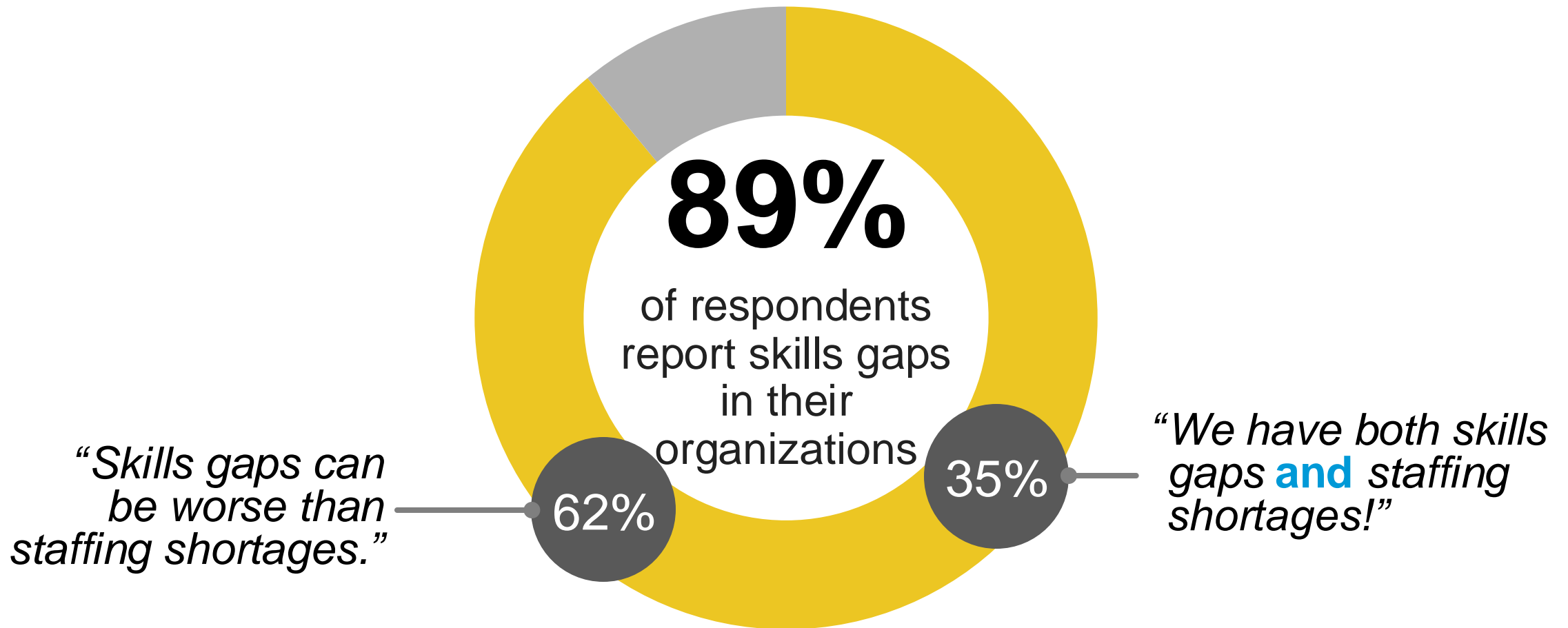
E.U. organizations are most lacking architects (needed to implement CRA, NIS2, and DORA)

In which of the following areas/roles is your organization lacking cybersecurity talent?



Source: 2024 ISC2 Cybersecurity Workforce Study.

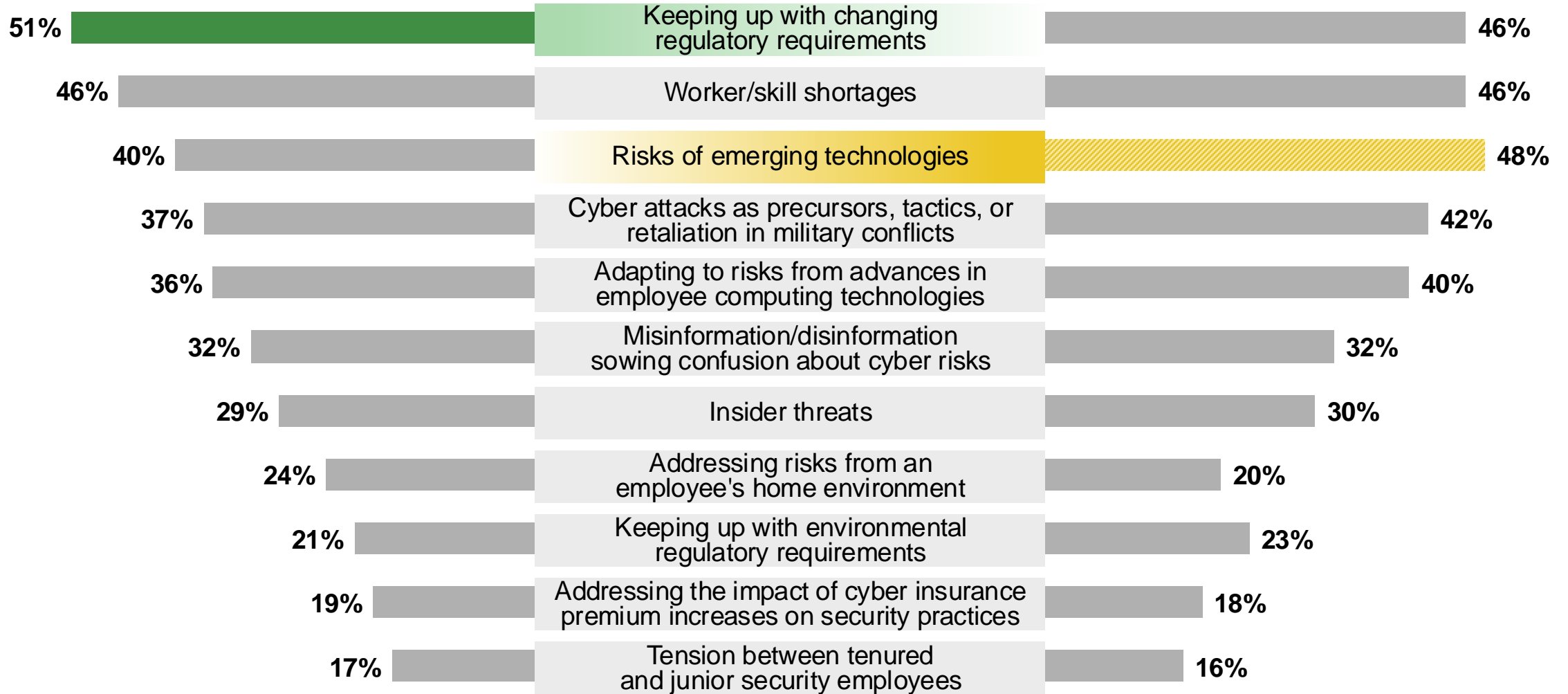
It's not only about people; the skills problem in the E.U. is quickly outpacing shortage concerns



Source: 2024 ISC2 Cybersecurity Workforce Study.

Biggest challenges faced in the E.U. over the *past 12 months*

Biggest challenges to come in the E.U. in the *next two years*



Source: 2024 ISC2 Cybersecurity Workforce Study.

Advocacy highlights in the E.U.

Collaboration with ENISA

Permanent observer on ad hoc working group on the ECSF

ISC2 certifications have been mapped to the ECSF

90% of respondents find it relevant and over 50% plan to use for training, recruitment and building teams*

Policy and legislative

Submitted memos and engaged key stakeholders on the E.U. CRA to influence amendments

Provided detailed feedback on NIS2

Contributed to discussions on governing artificial intelligence

Building skills

Pledge with the E.U. Cyber Skills Academy to provide free Certified in Cybersecurity (CC) training and exams for 20,000

Exceeded goal by 4000 people six months ahead of schedule

Participants from across EU with 51% under 35 & 29% from non-white ethnic groups

Finalist for European Digital Skills Awards for our pledge

Source: 2024 ISC2 Artificial Intelligence Survey.

Closing personnel and skills gaps in the E.U.

Policy levers to upskill and build the cybersecurity workforce

