



State of Cybersecurity 2022: Cyber Workforce Challenges

ISACA surveyed information security professionals across the globe for the eighth year in a row. Among the findings: any positive effect the COVID-19 pandemic had on retention is long gone—enterprises are engaged in a powerful struggle to retain cybersecurity staff. And more organizations than ever say they have unfilled cybersecurity positions—perhaps one of the reasons a smaller percentage are requiring university degrees for entry-level positions this year.

See what more than 2,000 security leaders had to say about workforce challenges and opportunities.



Hiring Challenges



63%

HAVE UNFILLED cybersecurity positions (up 8 points from 2021)



62%

REPORT that their cybersecurity teams are understaffed



52%

REQUIRE university degrees for entry-level positions (down 6 points from 2021)

1 IN 5

say it takes **MORE THAN 6 MONTHS** to find qualified cybersecurity candidates for open positions



WANTED: Soft Skills

TOP SKILLS GAPS:

54% Soft skills

52% Cloud computing knowledge

34% Security controls experience



Retention Problems Worsening



REPORT DIFFICULTIES retaining qualified cybersecurity professionals (up 7 points from 2021)

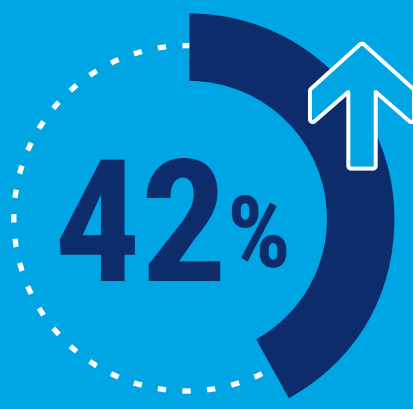


TOP FIVE REASONS

Cybersecurity Professionals are leaving:

- 59%** Recruited by other companies
- 48%** Poor financial incentives in terms of salary or bonus
- 47%** Limited promotion and development opportunities
- 45%** High work stress levels
- 34%** Lack of management support

Budgets Finally Improving



SAY THEIR CYBERSECURITY BUDGETS are appropriately funded—the highest percentage in 8 years (up 5 points from 2021)

For full study results, download the free State of Cybersecurity 2022 report at www.isaca.org/state-of-cybersecurity-2022